

Draft Report

Gender Action Plan Workshop Report North West District Council

**Figure 1: Gender Links Facilitators at North West workshop- Photo; Photo by Moreri Sejakgomo
Mmegi The reporter**

Prepared by: Gender Links – Botswana
Plot 1277, Clover House
Old Lobatse Road, Gaborone, Botswana
Tel (+267) 3188250
Fax (+267) 3188251
www.genderlinks.org.za



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Overview

Gender Links in partnership with Botswana Association of Local Authorities (BALA) held a workshop from the 5th-7th August 2009 at North West District in Maun. The workshop was the sixth workshop of the 16 gender action plan workshops for councillors scheduled to take place in Botswana. The workshops are a follow up of the study 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 in Gaborone.

The workshop was officially opened by Mr. John Ben, Chairperson of North West District. Among other officials present were BALA Executive Board Members, Mr. C Manthe, Program Manager Ms. Ludo Matshameko, Gender Links staff members. Keabonye Ntsabane Coordinator for Gender Links briefed the participants on the objectives of the training and the planned Gender Justice and Local Government summit under the banner: "365 Days of Local action to end gender violence to be organised by Gender Links in March 2009.

A video on SDC Protocol on Gender and Development was shown and Keabonye summarized it and emphasizes the importance for it to be signed of the SDC Protocol on Gender and Development. Gender Links Botswana office Coordinator, Keabonye Ntsabane briefed Participants on their consultative meeting with Government in particular, the Minister of Labour and Home Affairs as Civil Societies in Botswana on the none signing of the Protocol.

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 localising the national action plan to end gender based violence

Workshop content

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

Participants

There were 61 participants at the workshop, of which 45 were men and 16 were women. The participants were made up of councillors and officials from North West District and were of different age groups and had different educational and professional backgrounds see the full participants list attached 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.

DISCUSSIONS

During the course of the workshop the following discussions ensued:

SADC Protocol on Gender and Development

Participants had limited information on the SADC Gender Protocol. Some of them mentioned that they have heard about the protocol in the media but did not have specific information on the contents and the importance of the protocol. Some Councillors were not aware that a summit was held on the Gender Protocol on August 2008 by Head of States and reasons for Botswana not signing.

On the issue of gender, some of the participants said they have participated in the commemoration of 16 Days of Activism on Violence against Women and Children as guests. They lamented that the commemorations do not provide detailed information on 16 Days and why it has to be commemorated internationally. Other participants mentioned that they heard about gender issues/Gender Based Violence Against women and children during the full council meetings where different government departments and NGOs are invited to brief them. The councillors say often the time is not adequate as organisations are given 30 minutes to Present on activities of their organisations.

After the DVD on SDC Protocol on Gender and Development some councillors came out with Positive comments, they said the Protocol is very elaborative and government should sign it and not raise issues of resources as the resources will never be adequate.

Decision making positions

Some male councillors expressed fear that women now want to take all leadership positions from men. They said government of Botswana has spoiled women through special nominations process and this result in women not campaign effectively. Women said unless parties are sponsored as women they will not make it as most of them earn small salaries as compared to their men counterparts.

Networks

In terms of the Networks, the councillors said they are aware some organisations but know little about the services they provide. The participants put blame on the networks who lobby for gender equality that are the ones who influence women not to respect their men. They appealed to Gender Links and BALA to motivate these networks to address them on their services to be able to refer their communities to them. Gender

Links were able to inform them about networks such as Women's Against Rape, Emang Basadi, Women's Shelter Project and Life line, and the types of services they provide.

Gender Based Violence

The participants agreed that gender based violence does exist citing some of the passion killings reported in the country in the media. However the men emphasised that they are also experiencing it and did not know where to report as most of the service organisations are managed by women. 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 addressing it and that government of Botswana is signatory to some instruments. Some councillors believed that women are to be blamed for the violence as they cheat men and are material driven. The councillors said the women are the most abusers especially the emotional abuse which result in men beating them. Men said since women start working and getting salaries they do not respect their men and that is what increase violence in the families.

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

- The councils have not been targeted to such workshops
- Most of the concepts used were new to the participants, thus calling for more time to be devoted to them.
- Councillors felt that workshops such as this should not be held when elections are closer
- Some men still feel that women want to take over everything from them. They also felt that women are hungry for power.

Outputs

- North West District Council Institutional Score card, see **Annex C**
- Gender Action Plan for Local Council: **Please refer to annex D**
- Flagship Project - Ending Gender Based Violence: **Please refer to annex E**
- Message and slogans for gender based violence: **Please refer to annex F**

Conclusion

At the end of the workshop, the Participants agreed that they need to continue learning about gender based violence. The councillors promised to lobby their parties to increase participation of women in their party structures and that the very same workshop should be organised for their Parties. The participants also concluded that it is important

for the councillors to understand gender issues, as they represent the electorate who are both men and women. They also agreed that for human development, both men and women have to be represented in decision making positions, because they have different needs, skills and ideas. The councillors said women also are supposed to be assertive and confident by taking positions if availed to them.

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 the issues which councillors deal with in the course of their duties, see the composite workshop evaluation at **Annex H**.

Recommendations

- An introductory course on gender issues is needed before this kind of workshop
- The workshop should be extended to settlement especially on Gender Based Violence
- Gender Links should make follow ups on planned developed today
- Councillors should be encouraged to lobby for budget during council meeting in order to conduct workshops some activities developed in these plans
- BALA , Gender Links to extend invitation to Ministry of Labour and Home Affairs (WAD Department to inform councillors about programs and the Gender Policy in place
- Political parties should ensure that women are in leadership positions
- BALA Gender Links should conduct workshop on gender for the newly elected councillors

Way forward

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

Annex A: Gender action plan workshop programme for North-west district council

GENDER ACTION PLAN WORKSHOP PROGRAMME FOR NORTH-WEST DISTRICT COUNCIL

Date: 5 – 7 August 2009

TIME	ACTIVITY	WHO
DAY 1		
8:00-8:30	Registration	Warona Tlamelo- Gender Links intern
8:30-8:45	Opening and Objectives	Council Chairperson Mr. John and Ben
8:45-09:15	Introductions and objectives To provide background and agree on objectives for the workshop To develop guidelines of participation Eyes and ears	Mrs. Keabonye Ntsabane-Gender Links Coordinator
9:15-10:00	DVD: Roadmap to equality To introduce the Gender sector Protocol and its relevant to Local government	Mrs. Keabonye Ntsabane
10:30	TEA	
Module one: Key gender concepts		
10:30-11:30	Sex gender, and stereo types	Mrs. Malebogo Kruger-Lobatse Deputy Mayor
11:30-13:00	Group work on Challenging stereo types, Internalising oppression	Mrs. Malebogo Kruger
13:00_14:00	LUNCH	
Module two: Gender and Governance		
14:00-15:30	Access, participation transformation, leadership: At the coalface: Gender and Development	All facilitators
15:30-15:45	TEA	
15:45-17:00	Report Back Debate	All facilitators
HOMEWORK	Transformation scorecard	Mrs. Matshameko-BALA programme Manager
DAY TWO:		

TIME	ACTIVITY	WHO
8:00- 8:30	Recap, eyes and ears	Participants
8:30 -9:00	What we learned from the scorecard	Mrs. Matshameko-BALA programme Manager
Module Three: Key gender planning concepts		
9:00-10:00	Practical and Strategic needs	Mrs. Ludo Matshameko- BALA programme Manager
10:00-10:30	TEA	
10:30-12:00	Group 1: Gender mainstreaming Group 2: Sex disaggregated data Group 3: Gender responsive budgeting Group 4: Gender equality in service provision Group 5: Target and indicators Group 6: Gender management system	All facilitators
12:00-13:00	LUNCH	
Module four: Draft gender action plan framework		
14:00-17:0	Group 1: Governance Group 2: Gender in existing programmes Economy, procurement, housing, transport, utilities Group 3: Gender in existing programmes Health, HIV and AIDS, environmental health, social development Group 4:Employment practices and environment Group 5: Gender management system	All facilitators
DAY 3		
8:30-9:30	Report back, eyes and ears	Participants
Module five: Localising plans to end gender based violence		
9:30-10:00	Key GBV provision in the SADC Protocol on Gender and Development	Mrs. Keabonye Ntsabane
10:00-10:30	GBV as a key service delivery issue	Mrs. Keabonye Ntsabane
10:30-11:00	TEA	
11:00-13:00	Developing a plan to end GBV	Mrs. Keabonye Ntsabane
13:00-14:00	LUNCH	
14:00-15:00	Communicating local GBV action plans	Mrs. Keabonye Ntsabane

TIME	ACTIVITY	WHO
15:00-16:00	Developing messages and slogans for the campaign	All facilitators
16:00-16:15	TEA	
16:15-17:00	Way forward: Best Practices and Summit	Mrs. Keabonye Ntsabane
1700-1705	Closing Remarks	Mrs. Ludo Matshameko
	DEPARTURES	

Annex B: Workshop participants list for North-West District Council

**Gender and Local Government workshop
North West District Council
Date: 5-7 August 2009**

NAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
Managoba Managoba	M	Councillor	72761050		
Motamedi Moqwa	M	Councillor	71452727		
Mpoke Karapo	M	Councillor	71769417		
M. Ngundura	M	Councillor	71839971		
Vindoka Kawana	M	Councillor	72865334		
Rammuso W. Kaamona	M	Councillor	71376408		
O. Sam Chaba	M	Councillor	71260815		
Samson K. Mauano	M	Councillor	71584166		
Kgolebale Setswalo	F	Councillor	71803031		
Nkokelang Ntongwane	F	Councillor	71246902		
John Benn	M	Council Chairman	71657079		
Nepa G. Dithinde	M	Councillor	72437941		
Kgotlagano Motsamai	M	Councillor	72614545		
Kaveto Kangumbe	M	Councillor	71797533		
Timothy P. Sehanze	M	Councillor	74796069		
Lathang Molonda	M	Councilor	71403956		
Lefetogile Nxowe	M	Councilor	71893162		
Banni Mokgadii	M	Councillor	75104536		
Morolong Mosimanyana	M	Councillor	71744687		
Kitso Ngande	M	Councillor	71716928/72970551		
Galaletsang Mhapha	M	Councillor	71859555		
Kedineetswe Gabasegwe	M	Councillor	71375693		
Sinyemba Kambonea	M	Councillor	74067092		

NAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
Kgakololo Segosebe	M	Councilor	71384069		
Olatose Serefo	M	Councillor	71833435		
Etsogile Senabe	M	Councillor	71518492	6860775	esenabe@yahoo.com
Mollagomang Mauchaza	F	Councillor	71696297		
O.D. Gontse	M	Council Management	75194467	6860029	Doml_gontse@yahoo.co.uk
Phillys B. Wright	M	Councillor	71460444		
Gospel G. Mokotedi	M	Councillor	71375763		
T. Senyemba	M	Councillor	71376384		
P. Monyane	M	Councillor	71505733		
k. Keapoletswe	M	Councillor	71375772		
Obusitswe Mbwe	M	Radio Botswana	71589877	6860255	
Kebalipile Nkwane	M	Councillor	71675495		
Robin Gorata Wright	F	Councillor	71715898/7221908	6860255	
Edith Botumile	F	Councillor	71881867	6862140	
Ronald Ramsden	M	Councillor	71705929	6864491	
Tapologo Mosika	M	Councilor	71375699	6860186	
Puisano Molaodi	M	Councillor	71625091		
Isa Isaac Phoi	M	Councillor	71534266/72517291	6865515	iphoi@yahoo.com
Moses Seiboreng	M	Councillor	71375753		
G. Mmutle	M	Councillor	71375764		
Tebogo Tsetse	F	Economic Planner	6864412		

Attendance statistics by gender

Females	16	26%
Males	45	74%
TOTAL	61	100%

Annex C: Institutional scorecard for North-west district council

TARGET	1	2	3	4	5
POLICY FRAMEWORK					
1. The council is aware of national, regional, international commitments that the country has made to gender equality including the new Gender Policy Framework for Local Government.		13	10	1	16
2. There is a gender policy.	25	2	13		
GOVERNANCE					
Representation					
3. Equal number of women and men councillors.	26		1		13
4. Equal number of women and men in decision-making positions in council, Mayoral committee, chairs of committees etc.	18	17	5		
5. Gender balance on all community committees.	11	6	2		16
Participation					
6. Women and men participate equally in council meetings,	1	9	2	1	27
7. Women have an influence on decisions taken by the council.	4	3		2	31
8. There is equal participation of women and men at public meetings and events.	6	1	18	1	19
PLANNING					
9. Targeted gender planning and service delivery takes place in the council	15	14	1		9
10. Strategic objectives of the Council explicitly mention gender.	26	4	3	3	3
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.	18	3	3	1	15
12. There are gender indicators in all plans.	16	14		3	7
GENDER-SPECIFIC PROGRAMMES					
13. The council is involved in gender-specific projects.	33	6			1
Safety and security					
14. The council has up to date crime statistics disaggregated by sex.	28	12			
15. The city/town is a safe place for women, i.e. To walk around safely at night and in the day.	22	15	1	1	1
16. There is sufficient lighting on streets and in public spaces.	37	3			
17. Public transport is safe for women and children.	1	1	15	1	22
18. There is a good working relationship the police and community, especially women and women are adequately represented in community policing forums.			14		26
19. Police and justice service providers are given training on how to handle cases of gender based violence.			1	14	25

20. The council participates in campaigns to raise awareness on gender based violence (GBV), such as the Sixteen days of activism.	14	14	1	1	10
21. The council has an action plan and budget for ending GBV.	39		1		
22. The council supports places of safety.	27	1	1	2	9
Educare					
23. There has been an assessment of the need for child care facilities.	1			2	37
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES					
The economy and job creation					
24. The council has a local economic development plan that targets women entrepreneurs as key beneficiaries	30	1	4		5
25. Women and men benefit equally from informal trading facilities in the council.	4				36
Procurement					
26. The council has a procurement policy that sets a target for increasing the number and value of contracts received by women.	37	3			
Housing					
27. The council keeps sex disaggregated data on title deeds.	38	1	1		
28. The council has taken steps to ensure that women benefit equally from housing opportunities.	15	1	1		23
Utilities					
29. The council has sex disaggregated data on who has access to basic services i.e. Male and female headed households.	28	4	2	1	5
30. Women are involved in the management and maintenance of these services and facilities.	28	1	2		9
Transport					
31. Women are consulted in regard to their transport needs.	36	1			3
Health and HIV and AIDS					
32. Health facilities are easily accessible to women.	7				33
33. The council keeps sex disaggregated data on HIV and AIDS.	2				38
34. There is a gender aware HIV and AIDS public education and awareness campaign.	2				38
35. PEP is available at all health facilities and there are information campaigns surrounding this.	4		1	2	33
Environmental health					
36. Women are consulted in the management of waste.	16			1	24
37. Women and men benefit equally from business opportunities in this sector.	3	11		1	25
Social development					

37. The council keeps sex and age disaggregated data on the use of existing facilities, e.g. retirement centers, community centers, libraries and Women, girls, men and boys benefit equally from budget allocations for sports and recreation facilities	9				31
EMPLOYMENT PRACTICES AND ENVIRONMENT					
Selection and recruitment					
38. Women and men are employed in equal numbers across jobs, grades and in management positions and are equally remunerated for equal work.	12				28
39. There is an affirmative action policy.	33	1		1	5
Career pathing					
40. Women and men are given equal opportunity for growth within the council and have equal access to training and promotion opportunities	7				33
Working conditions and environment					
41. The council provides equal benefits for women and men, maternity and paternity leave.	16	2	10	2	10
42. There is a sexual harassment policy that is enforced.	28	1			11
GENDER MANAGEMENT SYSTEM					
Gender structures					
43. The council has set up a gender structure, which involves civil society that is empowered to do its work.	27		2	1	10
44. Gender is written into the job descriptions and performance agreements of managers and key functionaries	28	1		2	9
Budgets					
45. A share of expenditure is explicitly targeted at promoting gender equality.	26			1	13
46. Women are able to benefit equally and meaningfully from the resources allocated to mainstream projects.	16		1	1	22
Monitoring and evaluation					
47. Service, employment, procurement statistics are disaggregated by sex and gender indicators have been put in place for planning and human resource management systems.	28		2	2	8
Capacity building					
48. Diversity and gender training is provided for both women and men in the council, at all levels and is done in a systematic way.	14	2		1	23
Skills					
49. Skills gaps are identified and addressed through such training as: literacy; numeracy; language; computer skills; access to information; public speaking; negotiation; mediation; facilitation skills, to ensure that women and men are able to participate equally.	15	10		2	13
Political profile and champion					

50. Gender issues are given a high political profile by the Council and has a political champion	16		1	3	20
Total	893	178	119	54	795
	2039				
Number of forms received	40				
Total	50.98				
x 2	101.95				
../5 - TOTAL OVERALL %	20.39				

Annex D: Gender action plan for North-west district council

GENDER ACTION PLAN FOR NORTH-WEST DISTRICT COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
I. GOVERNANCE						
Representation						
To increase the representation of women councillors in the next elections to ensure that the SADC target of 50% women in local government is achieved by 2015.	Public commitment to achieving parity between male and female councillors – through mobilisation of women as candidates.	Political parties	<i>Representation of women councillors in office 8.3 % (4 women out of 44 men)</i>	<i>Increase the representation of women in council by 30%</i>	2015	
	Lobby all political parties to adopt and implement the zebra list system and include these provisions in their manifestos.	Political parties	<i>What is the % of women in the different political parties? Where they are usually placed on the party list? To inquire information</i>	<i>What is the target % increase women's representation in political parties?</i>	2010	
	Engage with Traditional Authorities on women's representation in local politics.	Political parties, councillors	<i>The Botswana Democratic Party (BDP) has engaged traditional authorities on women's representation</i>	<ul style="list-style-type: none"> 3 meetings with local authorities annually Success of meeting measured through attendance 	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	<i>Statistics of women in leadership exists</i>	Sex disaggregated statistics on women in leadership positions in local government.	Ongoing	
	Take measures to ensure equal representation of women in leadership positions in council.	Council secretary	<i>What is the % of women in leadership positions in the council, i.e. Chairperson/ vice chair of council and on committees?</i>	50% of all leadership positions to be held by women.		
To educate people and raise	Raise awareness in	Councillor	<i>Awareness on importance of</i>	<ul style="list-style-type: none"> The general public to be 	Ongoing	

GENDER ACTION PLAN FOR NORTH-WEST DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
awareness about the importance of women's equal representation in local councils	communities on the importance of women being equally represented in local politics and the importance of voting for women.	s, WAD, Gender Links	<i>electing women has been in the form of political rallies, kgotla meetings, seminars, workshops</i>	<i>sensitised</i>		
	Work with the Ministry of Education to encourage gender balance in their curricula and promote gender equality in schools.	Education department,	<i>Ministry of Education engaged on the gender balance in the curricula</i>	<ul style="list-style-type: none"> <i>Gender balance in subjects offered</i> 	2015	
Participation						
To build the political capacity of women to participate more effectively in decision making	Strengthen the multi party women's caucus (see also GMS)	Political parties, BALA	<i>Women's multi party caucus exists</i>	Multiparty women's caucus established	2010	
	Engage women's wings in political parties to identify women who have leadership potential and groom them into leadership positions	Political parties, BALA	<i>Grooming programmes for women exists within the BDP</i>	<i>Grooming programmes for women to take place every two years</i>	2011	
	Network with regional and international women's caucuses	Political parties, BALA	<i>Networks have been created in Swaziland, Nigeria and Namibia</i>	<i>Three networks to be established</i>	Ongoing	
To empower women councillors and officials to articulate what are regarded as "women's issues."	Conduct a skills audit.	BALA, Human Resource, Gender Links, WAD	<i>Has there been a skills audit? What kinds of skills exist?</i>	Data on the specific skills of councillors.	2010	
	Training needs identified by women councillors e.g. gender, public speaking and assertiveness.	Political parties, BALA, Gender	<i>Seminars and workshops conducted for women for empowerment</i>	<i>Seminars and workshops conducted</i>		

GENDER ACTION PLAN FOR NORTH-WEST DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
		Links, WAD				
	Council meeting rules should accommodate the use of vernacular so that councillors can use their first language in meetings and interpretation should be provided.	Human Resource , Council chairpers on, Council secretary	<i>Setswana and English used during council meeting</i>	<i>Use of English and Setswana during council meetings</i>	Ongoing	
	Comprehensive induction programmes for new councillors with follow up refresher courses.	BALA, Human Resource , Gender Links	<ul style="list-style-type: none"> • <i>There is an induction programme for new councillors</i> • <i>Induction programme not gender sensitive</i> 	<i>Induction programmes that are gender sensitive</i>	2011	
To empower men on gender issues and mobilise their support.	Gender training workshops for male and female councillors and officials.	BALA, Human resource, Gender links	<ul style="list-style-type: none"> • <i>Gender training for male and female councillors taken place</i> • <i>42 males participated</i> 	<i>All councillors and officials to participate in gender training</i>	2010	
	Gender dialogues with male Councillors and officials, including community leadership	BALA, WAD, Gender Links	<i>Dialogues with male councillors not taken place</i> <i>To inquire</i>	<i>Target number of gender dialogues eg. once a month?</i>		
Community mobilisation						
To ensure that women and men participate equally in community matters and that policy making is informed by accurate data.	Collected, disaggregate and analyse data on communities.	WAD, MLG, Gender Links, Council secretary	Data on community participation does not exist	Gender disaggregated data on the community.	2011	
	Encourage men to participate in implementation of	Councillors, council departme	<i>Statistics on community participation does not exist</i>	<i>Gender disaggregated data on community participation</i>	2010	

GENDER ACTION PLAN FOR NORTH-WEST DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	community activities that are traditionally considered to be only of concern to women.	nts, VDCs				
	Educate, inform and disseminate information in indigenous languages on issues that affect women such as utilities, payment of bills, housing opportunities, employment, contracts and employment opportunities and HIV and AIDS	Council secretary , council departments, councillors	<i>Information on services in council in English conducted</i>	<i>Information on council services in Setswana</i>	2011	
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	MLG, Council secretary , councillor s, BALA	<i>What is the gender disaggregated stats on the consultative meetings?</i> <i>Not aware</i>	<i>What is the target number of specialised participation exercises to take place?</i>		
To mobilise men at local level and ensure that they understand gender equality.	Conduct workshops with men's groups, and audit the impact of the training	Gender Links, BALA, WAD	<i>Workshop with Men sector conducted</i>	<i>Two workshops with men groups</i>	2011	
Communication						
To ensure that council publications do not perpetuate gender stereotypes.	Review of Council publicity from a gender perspective; developing materials that challenge stereotypes.	PRO, WAD, Gender Links	<i>Council publications not reviewed</i>	Gender aware publicity materials.	2011	
II. GENDER SPECIFIC PROGRAMMES						
Early learning						
To provide affordable child care to free women to	Greater coordination between the council and	S & CD, Educatio	<i>Coordination between the MOE and council not</i>	<ul style="list-style-type: none"> <i>Relationship between MOE and council</i> 	2010	

GENDER ACTION PLAN FOR NORTH-WEST DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
participate in the labour force,	the Ministry of Education in provision of quality early childhood development facilities.	n Department	<i>existent</i>	<ul style="list-style-type: none"> <i>Meeting between MOE and council</i> 		
	Review pre-primary and kindergarten fees to make them more affordable; and facilitate better access for disadvantaged children.	S & CD, Education department	<i>School fee is free</i>	<i>Free school fee</i>	Ongoing	
	Ensure pre-primary education is policy compliant	S & CD, MOE, education department	<i>Prte-primary policy compliant</i>	Policy compliant pre-primary education	Ongoing	

III. GENDER IN EXISTING PROGRAMMES

Security and emergency services

To address issues of safety within communities that affect women disproportionately especially in informal settlements.	All streets should be named, where applicable, and reference points identified, so that emergency services can locate women who call for assistance.	Physical planning, Roads department	<p><i>How many streets are name? How many require naming?</i></p> <p><i>Not aware</i></p>	<i>What is the target? How many streets named by when?</i>		
	Lobby businesses to assist people in need.	Councillors, S & CD, Trade and Industry	<i>Businesses have supported people in need</i>	<i>Tourism industry and agriculture businesses to assist the poor</i>	2010	
To educate women and to raise awareness, especially of women-headed households in informal settlements, who	Awareness programmes that target women, on the prevention of fires.	Fire department	<i>People addressed on the prevention of fires through kgotla meetings</i>	<i>Fires to be reduced by 50%</i>	2011	
	Train community members	Fire	<i>Communities trained on</i>	<i>Old and young people, rural</i>	2011	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
suffer disproportionately as a result of fires that destroy their homes and livelihoods.	on how to handle emergencies, including first aid.	department, primary health care	<i>handling emergencies</i>	<i>dwellers to be trained (35% of population)</i>		
To ensure that building control measures are enforced, in particular are well informed on the process	To provide critical information, particularly for women, on building and construction in order to ensure safety	Physical planning, arch & buildings, environmental health	<i>Women have not been addressed on building requirements</i>	<i>Women in rural areas to be addressed on building requirements</i>	2012	
The economy and job creation						
To facilitate equal employment opportunities because women are disproportionately affected by high levels of unemployment	Set and monitor specific targets to ensure gender parity in employment opportunities created by local government.	Ministry of local government, DPSM, Human resource	<i>What are the current statistics of women and men employed by the council?</i> <i>To enquire from the council</i>	<i>What is the target? How will it be monitored?</i> <i>To enquire from the council</i>	2015	
	Facilitate employment opportunity workshops for women in communities to enable them to be better placed to access opportunities.	S & CD, WAD	<i>What are the unemployment figures? What proportion of women to men is unemployed?</i> <i>To enquire from the council</i>	<i>What is the target % increase in women employed?</i> <i>To enquire from the council</i>	2010	
	Ensure an increased vote item in the budget specifically related to women's empowerment; review empowerment projects based on a gender analysis	Council secretary	<i>Vote item for women empowerment not in existent</i>	<i>Vote Item for women empowerment in budget</i>	2015	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Inform women about economic opportunities in liaison with WAD and other stakeholders	WAD, S & CD, councillors	<i>What kind of information exists on employment opportunities for women?</i>	<i>What is the indicator? How will this be measured?</i>		
To obtain sex disaggregated data on unemployment levels in communities	Conduct surveys, collect data and analyse it.	Human Resource, S & CD	<i>Is there any data on unemployment levels?</i> <i>Not aware to follow -up</i>	<i>Not aware to follow -up</i>	2012	
To promote equal representation of women in the tourism industry and commercial agriculture	Facilitate development and entry of women into the tourism industry and commercial agriculture	S & CD, Ministry of Tourism, Ministry of Agriculture	<i>What is the representation of women in the tourism industry?</i> <i>Not aware to follow -up</i>	<i>What is the target % of men and women participating in the tourism industry?</i> <i>not aware to follow -up</i>	2013	
Procurement						
To ensure that women benefit equally from the procurement process.	Facilitate increased involvement of women contractors by raising their awareness and providing them support and training on tender procedures.	LAPAD	<i>Women not provided with information on tendering procedures</i>	<i>What is the target %/ number increase in the number tenders submitted by women and contracts allocated to women?</i> No statistics kept	2010	
	Implement and monitor quotas for women for the awarding of council contracts	LAPAD	<i>Quotas in the awarding of tenders not in place</i>	<i>What will the quota be? How will it be monitored?</i> <i>To follow-up</i>	2010	
	Tender board regulations should be changed to ensure that 50% of those sitting on the tender board that awards contracts.	LAPAD	50% women sit on the tender board.	To increase women by 20 %	2010	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Encourage and affirm larger businesses that sub-contract women-owned enterprises.	LAPAD	<i>There are no incentives for larger businesses to sub contract women</i>	<i>To lobby for 20 % of women for sub contract</i>	2011	
Poverty eradication						
To develop a gender sensitive strategy to address the high levels of poverty that affect mainly women.	Lobby for the mainstreaming of gender in the national poverty reduction strategy.	WAD, S & CD	<i>What are the current poverty statistics? What % of women lives in poverty? Is there any kind of poverty eradication strategy in place?</i>	<i>To make a follow-up</i>	2010	
	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	<i>Assessment of poor and very poor households done</i>	<i>To look for statistics</i>	Ongoing	
	Facilitate improved access to social grants, including food security nutrition	S & CD	<i>Women make the largest proportion of beneficiaries of social grants. What are the stats?</i> <i>Not aware of to make a follow -up</i>	<i>What is the target increase in the number of women accessing social grants?</i>	Ongoing	
	Facilitate the implementation of income-generating activities, improve resources allocated and implement monitoring.	Economic planning, S & CD	<i>Basketry is one of the income generating activities being facilitated by the council</i>	<i>To find out what monitoring progress is in place</i>	Ongoing	
	Liaise with and support CBOs and NGOs already	WAD, S & CD	<i>CBOs are being mentored and assisted financially</i>	<i>By collecting data of those assisted</i>	2010	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	working with poor households.					
Business support						
To enhance women's participation in the business sector, particularly in big business where they are poorly represented	Link women's small businesses with opportunities in the value chains of growth sectors.	WAD, S & CD, LEA	<i>What is the proportion of women to men in the business sector?</i> <i>Not aware to make a follow-up</i>	<i>What is the target % growth?</i>		
	Community liaison official to disseminate information and advice about sourcing economic opportunities.	PRO	<i>Does such information exist?</i> <i>Not aware</i>	<i>How will this be measured?</i>	2010	
	Encourage public and private business partnerships with all stakeholders	CEO	<i>Public and private business partnership with stakeholders exists</i>	<i>What is the target number of partnerships to be formed?</i> <i>Not aware</i>	2011	
To empower women entrepreneurs through business skills and support	Accelerate/catalyse skills development, access to information and finance, and business support for poor women.	LEA, CEDA, WAD	<i>Skill development exists through S & CD and WAD</i>	<i>What is the target number of women to be empowered by training and support?</i> <i>To find out from S& CD</i>	2011	
	Facilitate increased involvement of women-headed companies by raising their awareness on available opportunities e.g. floating tenders, export opportunities.	S & CD, LEA, WAD, LAPAD	<i>Support for women headed companies exists</i>	<i>What is the target number of women-headed companies to be formed?</i> <i>How will support be measured?</i> <i>To follow-up with the council staff</i>	2010	
	Facilitating mentoring of smaller enterprises and	WAD, LEA	<i>Mentoring of smaller enterprises in place</i>	<i>What is the target? How many small enterprises mentored?</i>	2010	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	benchmarking with bigger enterprises			<i>To enquire from council</i>		
Informal sector						
To promote equal access to markets.	Link women to investment opportunities	WAD, S & CD, LEA	<i>What are the statistics of women in the informal sector?</i>	<i>What is the target number of new formal businesses to be formed?</i>	2010	
	Integrating women with partnerships, joint ventures etc.	WAD, NGOs, LEA, S & CD	<i>How have women been integrated in partnerships and managers?</i> <i>Not aware to make a follow-up</i>	<i>What is the target% increase of women in partnerships?</i>	2010	
INFRASTRUCTURE						
Housing and Land Rights						
To promote the equal rights of women to land tenure	Collect gender disaggregated data on housing.	SHHA	<i>Gender disaggregated data on housing exists</i>	Gender disaggregated data on housing.	Ongoing	
	Lobby Ministry of Lands to ensure that gender is mainstreamed in land policy and procedures as implemented by Land Boards	WAD, SHHA	<i>There is no policy on women's access to land</i> <i>To make a follow-up</i>	<i>What is the target increase in the number of women owning land?</i>	2010	
	Training of Land Board on gender issues (through Ministry of Lands)	WAD, Gender Links				
	Ensure gender balance on housing committees; and lobby for a quota for women	SHHA	<i>Housing committee constituted of 19 members; 17 men and 2 women</i>	50% of the housing committee should be women.	2015	
	Increase the range of housing and land options	SHHA, S & CD,	<i>Previously there was no land tenure for women and</i>	<i>What is the target increase in the number of women owning</i>	2010	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	available to poor households; including subsidies for poor women		<i>this still exists in some areas under chiefs</i>	<i>land?</i> <i>To make a follow-up</i>		
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.	Environmental Health, physical planning	<i>Living environments assessed</i>	<i>Customer satisfaction survey to be conducted</i>	2010	
	A policy on low-impact economic activities to be undertaken from dwelling units.	Ministry of Local Government, Commercial	<i>There is no policy on low impact economic activities</i>	<i>To Survey on applications and existing projects</i>	2014	
To ensure women and men's equal access to housing subsidies.	Educate women on housing policies and subsidies.	SHHA	<i>Information exists on policy and subsidies on SHHA but not specific to women</i>	<i>Increase in the number of applications ensure that Atleast 30 % are women</i>	2011	
	Disaggregate and capture existing data; a mechanisms for continuous data capture	SHHA	<i>Housing subsidies exist and are open to all who qualify based on income level</i>	Gender disaggregated data and statistics	Ongoing	
	Audit housing plans.	SHHA, Arch and Buildings	<i>Housing plans audited; 3RD Audit</i>	Audit		
To review housing policies so that they are gender sensitive	Review current policies and change them to make them gender sensitive.	WAD	<i>Has any policy review taken place?</i> <i>Not aware to make a follow-up</i>	<i>How will this be monitored?</i>	2010	
Transport						
To ensure that women's transport needs are established and met and to	Collect gender disaggregated data to establish who uses public	DRTS	<i>Lack of statistics and data for public transport users – are there any statistics in</i>	Statistical data	2010	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
ensure that public transport is made safer for women and children.	transport, whose needs are being met and whose are not.		<i>this regard?</i>			
	Taxi and bus stations and stopping points to be regulated in order to make travelling safe for all people, especially women and children.	DRTS, Botswana police	<i>Study on safety of passengers on bus stations and stopping points not conducted</i>	<i>Police statistics to measure the level of violence at bus stops</i>	2012	
	There should be effective policing to ensure that taxis comply with safety standards and laws, including that they be registered and that they go for regular roadworthy tests.	Botswana Police, DRTS	<i>Taxis go for road worthiness tests every 6 months</i>	<i>Road worthiness tests to take place every three months</i>	2012	
	Taxis should be made safer, including eliminating transport pirating	DRTS	<i>What kind of safety features do taxis currently have?</i> <i>Not aware</i>	<i>What is the target?</i>		
	Pedestrian safety, especially in informal settlements.	DRTS	<i>What are the current statistics on pedestrian safety?</i> <i>Not aware</i>	<i>How will this be measured? Police statistics? What is the target % decrease in pedestrian fatalities?</i>		
To empower women to participate in the male-dominated transport sector.	Gather gender disaggregated data on who owns and drives taxis, buses and haulage transport	DRTS	<i>What data currently exists?</i> <i>Not aware</i>	<i>What is the target?</i>		
	Train women to drive and		<i>Are there any female taxi</i>	<i>What is the target % increase</i>		

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	own taxi's, buses and haulage and get women on taxi and bus associations.		<i>owners or drivers?</i> <i>Not aware</i>	<i>in women taxi owners and drivers</i>		
Water, sanitation and electricity						
To ensure that women, who are disproportionately affected by inadequate service delivery, are provided with affordable access to basic services	Undertake community assessment on use of services and disaggregate data by sex	SHHA, Environmental health	<i>Assessment on the use of services not undertaken</i>	<i>What are the target/ timeframe in which to do this?</i>	2014	
	Provide affordable services to poor households.	SHHA	<i>Water, reticulation, power and sewerage provided at subsidised costs</i>	<i>What is the target?</i>		
	Council to provide subsidies for those who cannot afford	Council secretary	<i>Poor people exempted from payment of basic services</i>	<i>Assessment of poor people</i>	Ongoing	
	Create jobs through awarding tenders, community projects, and cash for work and training for women in this sector.	LAPAD	<i>Women employed in sanitation through Ipelegeng</i>	<i>What is the target number of women to be employed in this sector?</i>		
	Ensure that women are consulted prior to the provision of services.	Environmental Health	<i>Consultations done through kgotla meetings</i>	<i>What is the target?</i>		
	Align services to the needs of women.	Environmental Health	<i>Service delivery not gender sensitive</i>	<i>Gender sensitive service delivery</i>	2015	
	Involve women in the management and maintenance of these services and facilities.	Primary health, Environmental health	<i>Are any women currently being involved in this role (numbers and comparisons)?</i> <i>Not aware</i>	<i>What is the target number of women to be involved?</i>		
Environmental health						
To involve women, as key stewards of the environment,	Create an environment committee in which women	Environmental	<i>There is a Health committee in place</i>	<i>Establish gender balanced health committee</i>	Ongoing	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
in environmental preservation projects or making business ventures from the environment.	and men are equally represented, including waste management and recycling projects	health, Primary Health Care				
	Increase the frequency of refuse collection.	Environmental health	<i>Refuse collected once a week</i>	<i>Refuse to be collected bi-weekly</i>	2011	
	Provide and maintain public toilets in strategic areas	Environmental health	<i>How many public toilets are there in the council? How often are they maintained? Not aware</i>	<i>Public toilets to be built in mall, rank and clinics</i>	2013	
	Review the waste management policy from a gender perspective.	Environmental health, WAD	<i>Waste management policy does not exist</i>	<i>Gender sensitive waste management policy</i>	2011	
HIV and AIDS						
Prevention						
To establish the gendered dimensions of HIV/AIDS and raise awareness on the disease in the council.	Gender disaggregated data on HIV/AIDS for the council; integrate gender considerations local HIV/AIDS programmes.	Primary Health Care	<i>What are the current statistics? Not aware of to enquire</i>	Gender disaggregated data	Ongoing	
	Develop gender aware HIV and AIDS public education and awareness campaign.	Primary Health care	<i>HIV/AIDS public education and awareness campaign in place conducted through health talks at clinics and also disseminated through booklets</i>	<i>Gender aware HIV/AIDS public education awareness campaign</i>	2010	
	Advocate for and promote the female condom and so that women have free access to them.	Primary Health Care, councillors	<i>Female condom available at the public clinics and hospital free of charge</i>	<i>Campaign on female condoms</i>	2010	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Gender sensitive sex education in schools.	Primary health care	<i>Sex education taught in schools but not gender sensitive</i>	<i>Behavioural change survey</i>	2011	
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, councillors	<i>Council has participated in the 16 days campaign? The council has not participated in 16 days of GBV CAMPAIGN Is PEP readily available at all the health facilities? A how many facilities is it available? Not aware to make a follow up</i>	<i>A workshop will be conducted for 16 Days with councillors and officials This will be monitored by report produced and the activity under taken What is the target % increase in the number of women accessing PEP</i>	2010	
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	<i>What are the statistics? What is the % of men and women who go for VCT? Not aware to make a follow-up</i>	<i>What is the target % increase in number of women and men going for VCT?</i>	2010	
Treatment						
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	<i>How many women compared to men access free treatment? Not aware to enquire from ministry of health</i>	Gender disaggregated data	2010	
	Facilitate access to ARV's for women and men and keep gender disaggregated statistics on uptake.	Primary health care	<i>Council hold talks and take the services to rural areas to promote access to ARVs</i>	<i>People who qualify for the ARV treatment are enrolled on ARV</i>	Ongoing	
Social development						
To make community and sporting facilities more	Collect gender disaggregated data on the	S & CD	<i>Data on use of council facilities does not exist</i>	Gender disaggregated data on the use of community and	2011	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
accessible to women and ensure that they benefit equally from such facilities.	use of council community and sporting facilities.		<i>Not aware to make follow-up</i>	sporting facilities developed.		
	Ensure that every library has a section on women's literature.	S & CD	<i>There is no section on women's literature in libraries</i>	<i>To enquire from the library on Women's literature section in libraries</i>	2011	
	Set up mobile libraries to make reading more accessible to women especially in rural areas.	S & CD	<i>Mobile libraries not in place, but to enquire</i>	<i>How often should they operate? Which areas should be targeted?</i>		
	Design programmes to ensure that women and men benefit equally from local authority facilities, for example promoting women in traditionally male sports, e.g. Soccer and boxing.	S & CD	<i>There are male and female sporting facilities at primary schools</i>	<i>Out of school youth to be targeted and a program being designed</i>	2011	
	Organise events and displays that celebrate women's achievements and challenge stereotypes. Encourage programmes that challenge stereotypes all spheres, including the home. Educate parents on how their children should be socialised.	S & CD, Council secretary	<ul style="list-style-type: none"> <i>There are no events that celebrate women achievements I the council.</i> <i>Programmes challenging stereotypes not in place</i> 	<ul style="list-style-type: none"> <i>Events that celebrate women's achievements</i> <i>Programmes for challenging stereotypes</i> 	2012	
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	<i>Parenting programmes not in place</i>	<i>Men's groups campaigning for involvement of men in raising of children</i>	2012	
IV. EMPLOYMENT PRACTICES AND ENVIRONMENT						
To increase the	Adopt the SADC target of	DPSM,	<i>Nothing done to prioritise</i>	To lobby for 50% women in all	2015	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
representation of women employed in the council.	50% women in all areas of leadership and employment by 2015. Explicitly prioritise gender equity in performance plans.	MLG, Council secretary, Human Resource	<i>gender equity in the employment practices of the council</i>	areas of employment by 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	<i>What are the current gender statistics of employees in the council? What % men And women occupy management positions – what is the breakdown per department? Not aware to make a follow-up</i>	<i>What is the target % increase in the number of women employed by the council? What is the target % increase in mgmt positions and departments?</i>		
	Include women’s targets as a non negotiable component of senior manager’s contract.	Human Resource, DLGSM, DPSM	<ul style="list-style-type: none"> <i>Council secretary responsible for ensuring that targets are met</i> <i>Women’s target not part of senior managers contract</i> 	To ensure that contract is available.	2015	
	Align the work place skills Plan to the Affirmative Action plan.	Human resource, Heads of department	<i>Work place skills plan not aligned to the affirmative action</i>	<i>Work skills plan aligned to affirmative action Conduct an affirmative briefing meeting with the council management</i>	2015	
	Obtain buy-in and support of him unions for increased gender equity in the employment profile of the council.	Council secretary, councillors, human resource	<i>Unions not approached regarding gender equity in the employment profile of the council</i>	<i>Unions advocating for gender equity in the employment profile of the council approached and functional</i>	2012	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
To ensure that the recruitment and selection process offers equal opportunity to women.	All job advertisements should encourage women to apply.	Human Resource , DPSM	<i>Job advertisements open to everyone and not specify for women to apply</i>	<i>50% of employees to be women</i>	2015	
	Selection panels should be gender balanced.	Council secretary	<i>How are selection panels currently constituted?</i> <i>Not aware</i>	Gender balance on selection panels.		
	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.	DPSM, DLGSM, Human Resource , Council secretary	<i>Interview questions do not discriminate and those who qualify are hired on the</i> <i>Not aware to make a follow-up</i>	<i>Gender sensitive selection policies</i>	2015	
	Develop comprehensive employment equity plans.	DPSM, DGLSM, Council secretary	<i>Employment equity plan not inexistence</i>	HR/ EE Policy to be developed	2015	
	Apply job preservation policy to meet women's targets.	DPSM, DGLSM, Council secretary	<i>Job preservation policy for women does not exist</i>	HR/EE policy	2015	
	Incorporate gender into structure system policies and processes.	DGLSM< DPSM, Council secretary	<i>Gender not incorporated into structure system policies and processes</i>	Gender sensitive structure systems and policies	2015	
To ensure that staff development programmes are	Succession and staff	DPSM,	<i>Succession and staff</i>	<i>Succession and development</i>	2015	

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
gender sensitive	development plans should have a specific focus on upgrading the skills of women and their promotion to senior decision-making positions.	DLGSM, Council secretary	<i>development plans not in place</i>	<i>plan</i>		
	Undertake a skills/ qualification audit and assessment of all municipal employees.	Human resource	<i>Skills audit carried out</i>	Results of the skills audit report	Ongoing	
	Devise and implement a range of capacity-building options for employees and cllrs.	Council secretary , council chairpers on, Human resource	<i>What kinds of capacity building options exist already?</i> <i>Not aware to make a follow up</i>	<i>What is the indicator? How will this be measured?</i>		
	Mentoring new cllrs and employees.	Human Resource	<i>Councillors are inducted every term</i>	<i>This will be measured by number of councillors inducted</i>		
	Identify skills needs among communities and skills gaps in key economic sectors.	S & CD, WAD	<i>Community needs assessment are carried out To find out the report on that</i>	<i>What is the indicator? How will this be measured?</i>		
	Develop targeted skills development programmes.	S & CD	<i>Has any such skills development been done?</i> <i>Not aware of it</i>	<i>What is the indicator? How will this be measured?</i>		
	Facilitate women's entry to skills development programmes.	DLGSM, City Clerk, S & CD	<i>What has already been done to facilitate women's entry to programmes?</i> <i>Not aware of it</i>	<i>What is the target % increase in number of women accessing programmes?</i>		
Work conditions and environment						

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STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
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, DPSM, Human Resource	<i>Maternity leave is 84 days</i>	Three months full maternity leave through the contributions of both local government and Social Security.	Ongoing	
	Provide and standardise paternity leave and accompany this with a programme on responsible fatherhood. Possibly consider shared maternity and paternity leave	DLGSM, DPSM, Human Resource , S & CD	<ul style="list-style-type: none"> <i>Paternity leave does not exist</i> <i>There are no programmes on responsible fatherhood</i> 	<i>This could only initiated through Parliament</i>		
	Meetings times should take the needs of all employees into consideration and not run too late.	Human Resource , Council secretary	<p><i>What is the policy on meeting times?</i></p> <p><i>Not aware</i></p>	<i>What is the target? What should the times be?</i>		
	Provide child care facilities for municipal employees.	Council secretary , S & CD	<i>Municipal employees do not have child care facilities specific to them</i>	<i>Target number of child care facilities? To enquire from health</i>		
	Provide flexible work arrangements for parents.	DPSM, DLGSM, Human Resource , Council secretary	<i>Mothers provided with one hour recess for a year</i>	<i>The indicator will be data established data. This will be measured by data available</i>		
	Conduct awareness programmes on parenting responsibilities.	Council secretary , S & CD, Human resource	<i>Awareness programmes on parenting responsibilities not in place</i>	<i>To follow –up with Council</i>	2010	

GENDER ACTION PLAN FOR NORTH-WEST DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Support and expand crèches.	Council secretary , S & CD	<i>What crèche facilities exist?</i> <i>To follow-up with council</i>	<i>Target number of crèche facilities?</i>	2010	
To address issues of sexual harassment in the council.	Develop and implement a sexual harassment policy (SHP).	Council Secretary , DPSM, DLGSM, Human Resource , WAD	<i>Sexual harassment policy not in existence but, to find out from ministry of health</i>	<i>How will this be monitored?</i>	2010	
	Workplace education and awareness on the SHP	PRO, Human Resource , S & CD	<i>Not aware of it</i>	<ul style="list-style-type: none"> • <i>Awareness of sexual harassment</i> • <i>Reporting of sexual harassment cases</i> 	2011	
	Code of conduct to ban the use of sexist jokes and language.	Human Resource , Council secretary	<i>Code of conduct on the ban of sexist jokes and language not in place</i>	<i>To lobby for Code of conduct on ban of sexist jokes and language</i>	2010	
V. GENDER MANAGEMENT SYSTEM						
Planning						
To consult women when drawing up plans for the council	Adapt the vision and mission statement of the council to ensure that it is gender aware.	Council secretary , Council management	<i>Current mission, vision silent on gender</i>	<i>To review the council mission vision to be gender sensitive</i> <i>Indicator will be the reviewed mission , vision of the council</i>	2012	
	Conduct surveys prior to planning to determine the needs of both women and men.	Council secretary , Council management	<i>Surveys not conducted prior planning</i>	Gender aware survey conducted and results produced.	2013	

GENDER ACTION PLAN FOR NORTH-WEST DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Consult with both women and men when drawing up plans.	Council departments	<i>planning meetings held with VDCs and people are invited</i>	<i>To ensure participation of both men and women when drawing up of plans takes place</i>	2010	
	All units and departments should include gender indicators in their business plans.	Council secretary	<i>Gender indicators not included in business plans</i>	<i>To develop Gender sensitive business plans with gender indicators?</i>	2011	
	Councils should administer customer satisfaction surveys that are disaggregated and analysed according to gender.	Council secretary , council departments	<i>Customer satisfaction surveys not administered</i>	<ul style="list-style-type: none"> <i>Customer satisfaction surveys in each department to be administered</i> <i>Every 3 years</i> 	2012	
Gender structures						
To establish structures that constitute the gender machinery and to obtain the commitment of all managers	Council should have a gender coordinator in the office of the CEO.	Council secretary , DPSM, MLG	<i>Work not done to establish gender structures in the council</i>	<i>GMS established, vested with authority, strategy, plan and resources.</i>	2015	
	Recruit/appoint/hire gender focal points.	N/A, duplication of efforts	<i>Has a gender specialist been recruited?</i> <i>To make a follow-up</i>	<i>Specialist staff appointed.</i>		
	The gender coordinator should be assisted by gender focal points in all departments, together comprising the gender management committee.	N/A	<i>As any work been done in the establishment of structures;</i> <i>Not aware to make a follow up</i>	<i>GMS established, vested with authority, strategy, plan and resources.</i>		
	Senior managers must take ultimate responsibility for gender mainstreaming within the administration.	Council secretary , HODs	<i>No one is responsible for gender in the council</i>	<i>To recommend for gender focal person in the council.</i> <i>GMS established, vested with authority, strategy, plan and resources.</i>	2015	

GENDER ACTION PLAN FOR NORTH-WEST DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Gender to be written into the job description and performance agreements of senior managers and GFP.	Council secretary , MLG, DPSM	<i>Gender not written in the Pas of senior managers</i>	<i>Accountability on gender through PAs. Indicator Pas being developed</i>	2015	
	Gender should be a standing item on the agenda of management committee meetings.	Council secretary , council chairpers on	<i>Gender not a standing item in the council meetings' agenda</i>	<i>Gender as a standing item in the council agenda of council meetings</i>	2010	
	Establish a gender committee comprising councillors and other stakeholders to ensure political oversight for gender mainstreaming in the work of local government.	Council secretary	<i>No committee in council responsible for gender</i>	Gender equality committee being mobilised.	2010	
	Form a multi party women's caucus.	Political parties, BALA	<i>No structure to bring women caucus</i>	Women's caucus established at local level.	2010	
	Prepare Terms of Reference for gender machinery, and clarify reporting procedures.	Council secretary , DPSM, MLG	<ul style="list-style-type: none"> <i>Not aware of to make a follow-up</i> 	GFP formed; TOR for GFP		
	Publicise the establishment of the gender machinery.	PRO	<i>GMS not known as does not exist</i>	<i>Publicise GMS once established</i>	2015	
	Gender machinery to prepare their own strategic plans.	Gender Coordinat or, Council secretary	<i>GMS does not have a strategic plan</i>	Strategy and action plan adopted.	2015	
	Establish linkages with gender machinery in other	Gender Coordinat	<i>Linkages with other machineries not established</i>	GMS Networked	2015	

GENDER ACTION PLAN FOR NORTH-WEST DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	municipalities.	or, Council secretary				
Budget, monitoring and evaluation						
To make use of gender disaggregated data for monitoring, evaluation and resource allocation based on gender priorities.	Obtain sex-disaggregated data.	Heads of department	<i>Sex disaggregated exists but not applied</i>	All statistics disaggregated by gender.	Ongoing	
	Gender indicators to be formulated for each department/ programme and HR management.	Council secretary	<i>City score card does not have KPIs</i>	Gender KPIs integrated into city score card.	2010	
	Ensure that women and men participate equally in public consultations on planning and budgets.	Gender Coordinator, or, Council coordinator, or, HODs	<i>Men and women consulted at kgotla meetings for planning purposes</i>	<ul style="list-style-type: none"> • 70% participation • Participation measured through attendance lists 	2010	
	Conduct a gender analysis of the municipal and departmental budgets to ensure that expenditure responds equally to the needs of women and men.	Council secretary, WAD, Gender Links	<ul style="list-style-type: none"> • No budgets for advancing gender equality • Economic empowerment for both men and women through S & CD 	<ul style="list-style-type: none"> • Budget for advancing gender equality developed during the council financial year • Programmes for advancing gender equality 	2012	
	Recommend resource allocation (specific budget line) for initiatives that will promote gender equality, including fighting gender violence and HIV and AIDS).	Council secretary, Primary Health care, S & n CD	<i>Action plan not costed?</i>	To follow –up with officers responsible	2010	
	Ensure that departments allocate resources to	Council secretary	Departments do not allocate resources to gender equality	<i>Allocation of resources to gender priorities</i>	2011	

GENDER ACTION PLAN FOR NORTH-WEST DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	gender priorities.					
Capacity building						
To ensure that training is done to educate all employees and community groups on gender.	Facilitate skills training for members of gender machinery.	Council secretary	<i>Gender machinery not trained</i>	<ul style="list-style-type: none"> • All members of the gender machinery to be trained • 2 workshops held 	2015	
	Liaise with service providers to provide training programmes.	Council secretary , BALA	<i>Training not taken place</i>	<ul style="list-style-type: none"> • Training programmes • 2 workshops 	2010	
	Facilitate training programmes among councillors, officials and community groups.	WAD, BALA	<i>Training has not taken place</i>	<i>All councillors and community groups to be trained</i>	2011	
	Ongoing mentorship and support through linkages with civil society.	Council secretary	<i>Mentorship programmes do not exist</i>	<ul style="list-style-type: none"> • 12 (6 men and 6 women) councillors in mentorship programmes 	2010	
	Assess impact of training.	BALA, WAD, Gender Links	<i>No training has been done before except for BALA and gender Links training</i>	<i>Impact Assessment Survey</i>	2010	
	Gender sensitivity training for both male and female councillors	BALA, council chairpersons, council secretary	<i>BALA and gender Links trained women and men councillors</i>	<i>All councillors to be trained</i>		
	Gender analysis training for councillors and staff with specific gender mainstreaming responsibilities.	WAD, BALA, Emang Basadi	<i>Gender analysis training not taken place</i>	<i>All councillors and 2 clusters community groups to be trained</i>	2010	
To raise awareness on gender issues	Compile a calendar of special gender events and campaigns. Engage in	S & CD	<i>Council has not participated on gender events</i>	<ul style="list-style-type: none"> • Calendar with special gender events • Publicity on gender issues 	2010	

GENDER ACTION PLAN FOR NORTH-WEST DISTRICT COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	campaigns to raise the profile of gender e.g. Women's Day; Sixteen Days campaign.					
	Prepare pamphlets, advertising, posters, logo etc.	Information officer, S & CD	<i>Publicity materials on gender issues does not exist</i>	<i>Publicity materials on gender issues</i>	2011	
	Run competitions, sporting activities that challenge stereotypes.	Council secretary, S & CD	<i>Competitions on challenging stereotypes not conducted</i>	<i>Devise activities to challenge stereotype</i>	2010	

Annex E: Gender based violence action plan for North-west district council

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Prevention						
Women's safety To make communities safer by planning and improving safety in public places	Conduct gender safety audits and reflect specific targets for reducing GBV.	S & CD, police	<i>What are the current statistics on GBV in the council?</i>	<i>Target girls and women in reducing GBV cases</i>	2012	
	Conduct a gender safety audit and convene an annual Women's Safety Assessment Focus Group.	Women Against rape, S & CD	<i>Gender safety audit never conducted</i>	Results of audit Women's Safety Assessment Focus group established	2011	
	Work with communities to ensure that all public spaces such as parks, cemeteries, and all neighbourhoods are safe with adequate street lighting.	Village Development Committee, Physical planning	<i>What is the state of street lighting in the council?</i>	<i>Not aware to make a follow-up</i>	2012	
	Develop and implement a lighting master plan for the council, plan-maintenance must be in place-monitoring mechanisms and turn around time	Physical planning	<i>The lighting master plan is still under audit and will cover almost 80% of Maun</i>	Lighting master plan with clear targets and indicators developed	2010	
	Name all streets clearly so that police and other emergency services can reach residents with ease in the event of emergencies. In informal	Physical planning	<i>100% of the streets have been named</i>	<i>Streets have been named</i>		

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	settlements each municipality to develop land marks					
	Conduct safety awareness programmes and establish a watchdog community including all community based structures e.g. community policing forums, etc.	Police, councillors, community clusters, councillors	<i>The existing community policing forums focus on crime are established</i>	<i>At least one safety forum per area to be extended</i>	Ongoing	
	Involve street hawkers in crime watchdog projects.	Police, commercial	<i>Street vendors involved in safety projects</i>	<i>Form crime watchdog projects in each area</i>	Ongoing	
Public awareness campaigns						
To educate communities to challenge and eradicate gender based violence.	In partnership with NGOs and CBOs stretch Sixteen Days of Activism campaign to a year long campaign	Women's Affairs, S & CD, Gender Links	<i>The council does not have programmes on GBV</i>	<ul style="list-style-type: none"> • <i>Develop programmes for GBV</i> • <i>Draw calendar for 365 days campaign against GBV</i> 	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	WAD, Emang Basadi, Women Against rape, S & CD	<i>The council never participated in 16 Days Campaign</i>	<i>Commemorating 16 days campaign</i>	Annually	
	Mount high profile campaigns to reclaim	Land board,	<i>Council never participated in the take Back the Night</i>	<i>Reduction in crime statistics in the unsafe places</i>	2010	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	areas that have become unsafe for e.g. Take Back the Night campaign to sustain the momentum.	physical planning, councillors	<i>campaign</i>	<i>Organised Atleast one march in a year</i>		
	Promote involvement of men and boys in ending gender violence.	S & CD, District AIDS Coordinator, WAR, Men Sector, Councilors	<i>Men and boys have been involved in campaigns to end GBV. Men Sector has been established even though the focus is on HIV/AIDS</i>	<ul style="list-style-type: none"> • <i>Men Sector, school going males targeted</i> • <i>Behavioural change of men</i> 	2012	
	Monitor and evaluate impact of all public awareness campaigns	WAD, Gender Links, S & CD	<i>Awareness campaigns have not been monitored or evaluated</i>	<i>Develop Database for monitoring and evaluation</i>	2013	
	Join the 'Making IT work for Gender Justice' initiatives such as cyber dialogues.	IT officer, PRO, S & CD	<i>The council has not participated in the 'Making IT work for Gender Justice</i>	<ul style="list-style-type: none"> • <i>Council join Making IT work for gender Justice</i> • <i>Participate in at least one cyber dialogue during the 16 days campaign once in a year</i> 	2010	
Best practices						
To showcase best practices to end GBV	Collect and present best practices being done by councils to end GBV	S & CD	<i>Best practices for ending GBV not documented</i>	<i>One best practice to be collected in each ward and documented</i>	2010	
Response						
To implement actions that	Ensure effective and	Council	<i>Nothing is being done to ensure</i>	<i>4 workshops for CPFs</i>	2010	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
are effective in responding to GBV in your council	efficient community policing forums (CPF).	lors, police	<i>that CPFs are effective</i>			
	Strengthen and support shelters and places of safety for survivors of gender based violence in liaison with NGOs	S & CD, WAD, Gender Links	<i>North East District Council does not have a place of safety for survivors of GBV</i>	<i>4 places of safety built</i>	2015	
	Develop and maintain an updated database of services and facilities available to survivors and victims of gender based violence. Capacitate survivors of gender violence with life skills and provide ongoing support in collaboration with various community structures.	S & CD, WAD	<i>Council does not have a database for of services available to survivors and victims of GBV.No life skills provided</i>	Database of services and facilities conducted	2015	
	Encourage role modelling of survivors and victims	S & CD	<i>There is no role modelling in place for survivors and victims of violence</i>	<i>What is the target? How will this be measured?</i>		
	Establish gender units and family counselling services at people centres with appropriate resources	S & CD, Council secretary	<i>There are counselling services available in the council through the S & CD</i>	<i>Gender units and counselling services to be established at community centres</i>	2015	
	Ensure that clinics and health facilities operated by local government strengthen the capacity of communities to understand the link	Clinics (primary health care)	<i>Clinics highlight the link between GBV and HIV during the morning sessions</i>	<ul style="list-style-type: none"> • <i>Develop a teaching material on link between AIDS and GBV</i> • <i>Teach on link once a week</i> • <i>Feedback from patients</i> 	2010	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	between genders based violence and HIV and AIDS.			<i>on link between GBV and HIV/AIDS</i>		
	Facilitate the enhanced and co-ordinated provision of post-traumatic services and facilities by all stakeholders	S & CD	<i>How many counselling facilities are there within the council?</i>	<i>How many more facilities to be provided?</i>		
	Alleviate the burden of home based care that is shouldered by women in the majority of cases.	S & CD, Primary Health	<i>What are the stats on HBC for survivors of GBV?</i>	<i>What is the target? How will this be measured?</i>		
	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.	S & CD, police, councillors	<i>What are the current statistics on GBV in the council?</i>	<i>Reduce cases of GBV by 50%</i>	2015	
	Liaise closely with the police; ensure a private room/ victim empowerment unit at police stations; improve the services provided by the Police.	S & CD councillors, police	<i>Police stations are not equipped with private rooms for cases of GBV</i>	<i>What is the target % increase in number of reported cases and convictions GBV? How will this be measured? Police stats?</i>	2015	
Support						
To implement a plan and actions that supports survivors of GBV	Carry out an audit of safe houses.	WAD, S & CD	<i>Audit of the safe houses not done</i>	Audit results	2011	
	Commit council resources to strength and ensure sustainability of existing places of safety and	Council secretary, S & CD	<i>Council has not committed resources to supporting</i>	<i>Budget / resource allocation</i>	2012	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	establish some in places they do not exist.					
	Establish day care centres for the elderly to ensure their safety.	Council secretary	<i>Day care centres for elderly do not exist</i>	<i>Centres established as needed</i>	2012	
	Ensure that women are economically empowered to reduce their vulnerability to gender violence.	WAD, Gender Links, S & CD	<i>Council has programmes for economic empowerment for the community and are not specific to reduce vulnerability to gender based violence</i>	<i>What kind of programmes will be embarked on</i>	2015	
Coordination						
To ensure that efforts to address GBV are conducted in a coordinated manner	Establish multi-sector coordinating structures to tackle gender violence.	DMSAC ,WAD, men sector, S & CD, police, neighbourhood watch	<i>Multi-sector committee on GBV not established</i>	Establishment of multi-sector committee	2010	
	Strengthen relations with local police stations and ensure that cases of GBV are efficiently and effectively addressed.	Councilors, council management	<i>What is the status of relations with the various stakeholders</i>	<i>What is the target? How will it be measured?</i>		
Budget allocation						
To ensure that Councils commit budget and resources to addressing GBV	Allocate budget and resources to addressing GBV	Council secretary	<i>There is no budget for addressing GBV</i>	Budget allocation of x amount This action plan budgeted for	2011	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Monitoring and evaluation						
To ensure that efforts to address GBV are monitored and evaluated	Develop a set of targets and indicators to measure progress and ensure that these are mainstreamed into development plans.	Council secretary	<i>Targets and indicators not integrated into the plan</i>	<i>Targets and indicators</i>	2011	

Annex F - Messages and slogans for gender based violence (North-west district council)

Arena for action	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
Individual			
Abused woman or man	Dangers of Gender Based Violence	GBV can cause mental trauma	Posters, radio, TV, songs, d
Abused child	Dangers of Gender Based Violence	GBV- Scar for Life	Posters, radio, TV, songs, drama
Abusive men	Need for counselling	Be Responsible: Change your behaviour	Posters, radio, TV, songs, drama
Family/ Household			
Mother, father, guardian	<ul style="list-style-type: none"> • Gender Based Violence is a crime punishable by law • Parents should express their feelings and understanding about GBV 	North West District GBV free by 2015	Workshops, kgotla meetings, workplace visits and addresses
Parenting	Importance of reporting GBV in the home	Parents in Unity Against GBV to 0 % GBV nation by 2015	Home Visits, kgotla meetings, PTA meetings, posters
Community			
Community	Ways of preventing GBV	Say No to Crime and Abuse	Kgotla meetings, advertisements, concerts (Choir competitions)
Schools	<ul style="list-style-type: none"> • Importance of speaking out • Where to get help 	Safety from GBV is a right	School syllabus, TV (Talk back show), radio lessons
Religion	Curbing abuse on women and children	Look up to Christ and live	Youth camps, pre marital counselling, sermons, Sunday school classes
Sports	Ways of defending oneself from abuse	Run away from abuse	Newspapers, television, athletics competition, gym classes
Society			
Political leadership	Reduction of gender based violence	Leaders Against Gender Based Violence	Seminars, workshops, campaigns, kgotla meetings, radio, television
Criminal justice System	Application of GBV Acts	Tsibogelang Dikgetsi tsa Kgokgontsho	Seminars, workshops, campaigns, marches

Arena for action	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
Media	Balance reporting	Balance reporting: Strategy for reducing GBV	Campaigns, marches, posters, workshops
Culture	Discourage discriminatory culture	Kick discriminatory Culture: reduce GBV	Kgotla meetings, PTA (Parents Teachers Association) meetings

Annex G: Opening Speech

Mr. John Ben
Chairperson, North West District Council

Workshop on Gender and Local Government –North West 5-7 August 2009. **By Gender Links and Botswana Association of Local Authorities Workshop (BALA)**

Director of Ceremonies Let I begin by thanking the organizers, Gender Links and BALA, for inviting me as the Council Chairperson of North West District Council to officially open this workshop. I personally feel very pleased to witness the implementation of these local government workshops becoming a reality. Above all Kgalagadi districts being the first council to kick off rolling out of the Planned 16 Local government workshops.

I want to acknowledge our councilors and senior staff from the Kgalagadi district to have availed themselves out of their busy schedule, this alone demonstrates their commitment on gender related issues.

Director of ceremonies let me remind you that this workshop is part of the study, ***At the Coalface*** which was launched in Botswana. In this study it has been revealed that Botswana needs to redouble its efforts to increase women's representation and participation in Local Government in the 2009 elections

The study further outlines the following findings, women are under represented in local government and that there are variations between councils for an example North West with 9.1%. The study further revealed that there are no women at leadership level. "The overall representation of women in local government increased by 4.4% in the 2004 elections, the proportion of women mayors or chairs 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 the donors of this workshop and the councilors represented here that council districts fully support these initiatives training by BALA and Gender Links.

I am informed by the organizers that you will focus on unpacking gender concepts, including looking at planning and budgeting from a gender perspective. Above all they will address Gender Based Violence which now is increasing at an alarming rate.

Director of ceremonies it is therefore critical as Politicians to learn these issues and understand them properly for our planning processes

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

In Conclusion

The participation of both men and women in decision making is very critical especially in democratic country such as Botswana. Director of ceremonies I have no doubt that by the end of the three days we will come out with implemental work plans.

Annex H: Workshop evaluation for North-west district council



WORKSHOP EVALUATION FOR NORTH WEST DISTRICT COUNCIL

Date: 5-7 August 2009

	<u>EXCELLENT</u>	<u>GOOD</u>	<u>FAIR</u>	<u>POOR</u>	<u>VERY POOR</u>
1. PROGRAMME DESIGN	11	8	1		
2. PROGRAMME CONTENT	9	9		<u>1</u>	
3. FACILITATION	12	9			
4. GROUP WORK	7	10	2		
5. OUTPUTS vs. EXPECTATIONS	7	9	3		
6. LEARNING OPPORTUNITY	9	10	2		
7. NETWORKING OPPORTUNITY	6	12	3		
8. ADMINISTRATIVE ARRANGEMENTS	14	5	2		

COMMENTS

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

- GBV because it gave us an idea about what is happening and what we should do or not do
- Everything was useful
- Gender, sex and stereotypes because we were able to realise that many jobs can be done by both men and women
- Gender education, it removed primitive ideas to a modern way of thinking
- Sex, gender and stereotypes as it highlights challenges faced by women
- GBV
- Group work because of the sharing of ideas and facts
- Roadmap to Equality DVD: It was a basic objective of the workshop. It gave me an overview of how our government sees the SADC protocol. It also educated the participants on how women are treated by men and how they see themselves

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

- Planning session because the relevant officers were absent to provide us with relevant information
- Health, HIV/AIDS as it is taught in various forums
- Development of plans because most of the questions could be answered by the professional staff

3. Any other comments

- This kind of workshop should be conducted at least after a year
- Workshops of this kind are useful and BALA should continue conducting such workshops
- Some of the questions were not answered due to low turn up of civil servants
- Highly discouraged by the civil servants as they did not attend the workshop
- The workshop should be conducted again so that the participants could understand the required knowledge
- The workshop was very short. It had crucial issues which needed more time
- The workshop should be streamlined towards inclusiveness of gender
- The workshop was very good
- The lessons discriminated against men
- The facilitation was biased. It was not gender balanced (Gender of facilitators)
- I was not pleased with the civil servants since some of the questions in the plan were not answered

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:

Abigail Jacobs – Williams or Kubi Rama

Tel.: +27 11 622 6597

Fax: +27 11 622 8674

E-mail: localgvt@genderlinks.org.za

Website: www.genderlinks.org.za

Annex: Local government and gender justice response form

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

