

DRAFT REPORT

GABORONE CITY COUNCIL LOCAL GOVERNMENT GENDER AND GENDER BASED VIOLENCE ACTION PLAN DEVELOPMENT WORKSHOP 8-10 MARCH 2010



Participants developing action plan at the Gender and Local Government workshop for Gaborone City Council Picture by Roos van Dorp

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Summary

Gender Links in partnership with Botswana Association of Local Authorities (BALA) held a workshop from 8 – 10 March 2010 in Gaborone, Botswana. The workshop was the ninth of the 16 gender action plan workshops for councillors scheduled to take place in Botswana. The workshops are a follow up of the research titled *At the Coalface*, Gender and local Government in Botswana which found that local councils have not begun to address gender issues very effectively. The study was launched in February 2009 and a draft gender strategy for local government was developed.

The workshop was officially opened by Ms Caroline Lesang, the Mayor of Lobatse and the Deputy President of Botswana Local Authorities (BALA). In her official opening she said the councillors in Botswana should regard themselves lucky to have such an intensive training on Gender concepts and Gender Based violence. She said Government and NGOs are going through economic crisis and for an NGO such as Gender Links to have funding for these 16 workshops should be commended. She further congratulated BALA for ensuring that it addresses needs of councillor saying that alone shows that BALA cares for its Affiliates and that it take issues of Gender serious. Please refer to **Annex G** for the full speech.

Among other officials present were BALA Executive Board Member, Mr. C Manthe, Projects Manager Ms. Ludo Matshameko, Lobatse Deputy Mayor Mrs. Malebogo Kruger, Gender Links board member Ms. Pinkie Mekgwe and Gender Links staff members and Mrs Mpetsane.

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 47 participants at the workshop, of which 27 were men and 20 were women. The participants were made up of councillors and officials from Gaborone City Council 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.



Ms. Botho Ntswaneng informing participants on history of gender movement in Botswana and International Women's day, picture by Roos van Dorp

DISCUSSIONS

During the course of the workshop the following discussion ensued:

SADC Protocol on Gender and Development

Participants had limited information on the Gender Protocol. They mentioned that they have heard about the protocol in the media that it has not been signed, but saying that a full training workshop has not been conducted for the council. Councillors said it is a weakness for participants who present Botswana in Regional International conferences not to give feed back on arrival and this create a problem for them as they will be left in some developments. Some participants even the drafting of the Gender Protocol nobody has bothered to brief councillors and this makes them more vulnerable to important information which good assist them to inform their communities who voted them.

A video on the Gender protocol was shown, and followed by summery of the articles in the Gender Protocol. The video sensitised the participants and created an effective debate which resulted on why the Gender Protocol has to be signed. The Participants were then updated on the consultative meetings held with the Minister of Labour and Home Affairs in an effort to understand why they have not signed. Participants were further informed that the Minister of Labour and home Affairs Mr. Peter Siele said they are still consulting and the Problem with Government of Botswana is of the mandatory language and limited resources. The participants were informed that all these consultation efforts were by Gender Links and the Botswana Alliance through the Botswana Council of NGOs (BOCONGO)

16 Days of Gender Based Against Women and Children

In addressing 16 Days of Gender Based Violence, questions were posed in the plenary on what is 16 Days of Gender Based Violence against women and children and whether Gender Based Violence is a problem to address or not, focusing on Botswana situation. Participants were effective in this session as passion killings are one of the challenging problems. The participants were able to share inform motion on the type of violence such as physical, emotional and murdering which they have heard in the media. There were arguments when it came to discussions on marital rape, incest and defilement that those are not existing violence, if exists they are perpetrated by women who cheat their husband. This was one of the presentations which dominated and took long. Examples of violence caused by both women and men were discussed at length and finally it was agreed that sometimes men become angry beyond which result in such murders which

the participants described as brutal and unfair. The participants were informed about the historical background of 16 Days and now it is commemorated 365 Days a calendar Based violence does not only occur on 16 Days only. Initial the participants were not aware of why these days are commemorated; they thought it was yet another World Beijing Conference on women whom always influence women to disobey their husbands.



Councilors and staff management at Gaborone City Council workshop. Picture by Roos van Dorp

Women in decision making positions and power sharing

On the issue of women not properly represented in decision making positions, the men said women do not support each other. This also was another hot debate as male councillors said women do not want to campaign but rather rely on special nominations. The male participants said they do not like the system as it imposes rejected candidates to the public. An exercise on the quotas and the voting system in Botswana comparing with other systems in the region they then understood the concept.

Networks

The participants were informed on organisations which address gender issues and provide counselling for survivors of gender based violence to network with when ever they have workshops. The following organisations are as follows; Emang Basadi, Kagisano Women's shelter Project, Women's Against Rape, Life Line Toll Free, Ditshwanelo and the Women's Affairs Department as a facilitating Gender Issues in the country.

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

- Some Councillors most of them are of average and most of the time is spent using both Vernacular and English
- Most of the concepts used were new to the participants, thus calling for more time to be devoted to them.
- Councillors felt that there is a need to increase workshop days.

Outputs

- Institutional scorecard for Gaborone City Council: **Annex C**
- Gender Action Plan for Gaborone City Council: **Annex D**
- Gender Based Violence action plan for Gaborone City Council: **Annex E**

- Message and slogans for gender based violence for Gaborone City Council: **Annex F**

Conclusion

At the end of the workshop, the councillors agreed that they need to continue leaning about gender related issues and a need for mainstreaming gender in their planning. Councillors appreciated the training as it has empowered them with information to during their Kgotla Meetings. 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. Both the local government plan and the gender based violence plans have been developed. The plan will be sent to the council to review and approve it.

Recommendations

- The councillors will mainstream gender in their already activities
- Follow-ups for implementation of these plans must be done
- A need for fundraising for plans developed
- Training such as this need to be rolled out to political parties

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.



Councillors and staff in cyber dialogue linking up with CSW Conference in New York, commemorating International Women's Day during the Gender and Local Government workshop.

Annex A: Workshop programme for Gaborone City Council

**Gaborone City Council
8-10 March 2010
Boipuso Hall, Gaborone, Botswana**

| TIME | ACTIVITY | WHO |
|--|--|--|
| DAY 1 | | |
| 8:00-8:30 | Registration | Gender Links |
| 8:30-8:45 | Official opening | Ms Caroline Lesang, the Mayor of Lobatse and the Deputy President of Botswana Local Authorities (BALA) |
| 8:45-09:15 | Introductions and objectives <ul style="list-style-type: none"> • To provide background and agree on objectives for the workshop • To develop guidelines of participation • Eyes and ears | Mrs. Keabonye Ntsabane-Gender Links Coordinator |
| 9:15-10:00 | DVD: Roadmap to equality To introduce the Gender sector Protocol and its relevant to Local government | Mrs. Keabonye Ntsabane |
| 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: | | |
| 8:00- 8:30 | Recap, eyes and ears | Participants |

| TIME | ACTIVITY | WHO |
|---|--|---|
| 8:30 -9:00 | What we learned from the scorecard | Mrs. Matshameko-BALA programme Manager |
| Module Three: Key gender planning concepts | | |
| 9:00-10:00 | Practical and Strategic needs | Mrs. Ludo Matshameko-BALA programme Manager |
| 10:00-10:30 | TEA | |
| 10:30-12:00 | Group 1: Gender mainstreaming Group 2: Sex disaggregated data Group 3: Gender responsive budgeting Group 4: Gender equality in service provision Group 5: Target and indicators Group 6: Gender management system | All facilitators |
| 12:00-13:00 | LUNCH | |
| Module four: Draft gender action plan framework | | |
| 14:00-17:0 | 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 |
| 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 Gaborone City Council

**Gender & Local Government workshop - Gaborone City Council
Boipuso Hall, 8-10 March 2010**

| NAME | Sex M/F | ORGANISATION | PHONE | FAX | E MAIL |
|------------------------|--------------------|---|-------------------|------------|-------------------------|
| Florence Shagwa | F | Gaborone City Council (GCC) | 71303330 | 3924217 | misijose@botsnet.bw |
| Caroline Lesang | F | Lobatse Town Council, Mayor and Vice President of BALA | 72297244 | 5330957 | clesang@bbi.co.bw |
| Cosmas Maretele | M | Gaborone City Council | 72192186 | 3657462 | |
| M. Ramhago | F | Gaborone City Council | 72705058 | | |
| Seeletso Lekgaba | F | Gaborone City Council | 72557254 | 3900141 | |
| Ntebaleng Modise | F | Gaborone City Council | 72158848 | | |
| O. Bafetanye | M | Gaborone City Council | 71470140 | | |
| Ndiwaani Kenosi | M | Gaborone City Council | 72678730 | | |
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| U.V Lesole | F | Gaborone City Council | 72162056 | 3900141 | uvlesole@brobemailco.bw |

| NAME | Sex M/F | ORGANISATION | PHONE | FAX | E MAIL |
|---------------------|--------------------|----------------------------------|------------------|-----------------|---|
| M. Bobi | M | Gaborone City Council | 71650194 | | |
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| M. Sejakgomo | M | Mmegi/Monitor | 71886044 | 3905508 | mseja@yahoo.co.uk |
| Malebogo Kruger | F | Lobatse Town Council | 74477757 | 5330957 | |
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| Roos van Dorp | F | Gender Links | 3188250 | 3188251 | progbotswana@genderlinks.org.za |
| Vincent O. Galathwe | M | BOMWA | 74116558 | | |

Attendance statistics by gender

| | | |
|----------------|-----------|-------------|
| Females | 20 | 43% |
| Males | 27 | 57% |
| TOTAL | 47 | 100% |

Annex C: Institutional scorecard for Gaborone City Council

Institutional Score Card- Gaborone City 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. | 11 | 4 | 7 | 4 | 3 |
| 2. There is a gender policy. | 24 | 4 | 1 | 0 | 0 |
| GOVERNANCE | | | | | |
| Representation | | | | | |
| 3. Equal number of women and men councillors. | 27 | 0 | 2 | 0 | 0 |
| 4. Equal number of women and men in decision-making positions in council, Mayoral committee, chairs of committees etc. | 16 | 4 | 7 | 1 | 1 |
| 5. Gender balance on all community committees. | 15 | 5 | 5 | 2 | 2 |
| Participation | | | | | |
| 6. Women and men participate equally in council meetings, | 4 | 1 | 8 | 3 | 13 |
| 7. Women have an influence on decisions taken by the council. | 4 | 1 | 7 | 4 | 13 |
| 8. There is equal participation of women and men at public meetings and events. | 5 | 3 | 6 | 3 | 12 |
| PLANNING | | | | | |
| 9. Targeted gender planning and service delivery takes place in the council | 24 | 2 | 1 | 1 | 1 |
| 10. Strategic objectives of the Council explicitly mention gender. | 24 | 3 | 1 | 0 | 1 |
| 11. Information is collected from women about their constraints, opportunities, incentives and needs and women are consulted in the drawing up of plans and policies. | 23 | 3 | 2 | 0 | 1 |
| 12. There are gender indicators in all plans. | 20 | 4 | 2 | 1 | 2 |
| GENDER-SPECIFIC PROGRAMMES | | | | | |
| 13. The council is involved in gender-specific projects. | 15 | 3 | 7 | 0 | 4 |
| Safety and security | | | | | |
| 14. The council has up to date crime statistics disaggregated by sex. | 22 | 4 | 3 | 0 | 0 |
| 15. The city/town is a safe place for women, i.e. To walk around safely at night and in the day. | 24 | 2 | 1 | 1 | 1 |
| 16. There is sufficient lighting on streets and in public spaces. | 13 | 6 | 8 | 2 | |
| 17. Public transport is safe for women and children. | 6 | 8 | 6 | 8 | 1 |
| 18. There is a good working relationship the police and community, especially women and women are adequately represented in community policing forums. | 5 | 4 | 8 | 3 | 9 |

| | | | | | |
|--|----|---|---|---|----|
| 19. Police and justice service providers are given training on how to handle cases of gender based violence. | 9 | 2 | 6 | 6 | 6 |
| 20. The council participates in campaigns to raise awareness on gender based violence (GBV), such as the Sixteen days of activism. | 17 | 2 | 6 | 2 | 2 |
| 21. The council has an action plan and budget for ending GBV. | 26 | 1 | 0 | 1 | 1 |
| 22. The council supports places of safety. | 14 | 7 | 1 | 1 | 6 |
| Educare | | | | | |
| 23. There has been an assessment of the need for child care facilities. | 7 | 7 | 4 | 4 | 7 |
| 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 | 17 | 3 | 5 | 1 | 3 |
| 25. Women and men benefit equally from informal trading facilities in the council. | 5 | 6 | 5 | 4 | 9 |
| Procurement | | | | | |
| 26. The council has a procurement policy that sets a target for increasing the number and value of contracts received by women. | 24 | 2 | 3 | 0 | 0 |
| Housing | | | | | |
| 27. The council keeps sex disaggregated data on title deeds. | 25 | 2 | 2 | 0 | 0 |
| 28. The council has taken steps to ensure that women benefit equally from housing opportunities. | 19 | 6 | 3 | 0 | 1 |
| Utilities | | | | | |
| 29. The council has sex disaggregated data on who has access to basic services i.e. Male and female headed households. | 20 | 3 | 6 | 0 | 0 |
| 30. Women are involved in the management and maintenance of these services and facilities. | 18 | 5 | 4 | 1 | 1 |
| Transport | | | | | |
| 31. Women are consulted in regard to their transport needs. | 23 | 4 | 1 | 0 | 1 |
| Health and HIV and AIDS | | | | | |
| 32. Health facilities are easily accessible to women. | 4 | 2 | 8 | 2 | 13 |
| 33. The council keeps sex disaggregated data on HIV and AIDS. | 15 | 2 | 3 | 0 | 9 |
| 34. There is a gender aware HIV and AIDS public education and awareness campaign. | 9 | 2 | 5 | 1 | 12 |
| 35. PEP is available at all health facilities and there are information campaigns surrounding this. | 11 | 5 | 4 | 1 | 8 |
| Environmental health | | | | | |
| 36. Women are consulted in the management of waste. | 17 | 3 | 8 | 0 | 1 |
| 37. Women and men benefit equally from business opportunities in this sector. | 6 | 6 | 9 | 1 | 7 |
| Social development | | | | | |

| | | | | | |
|--|----|---|---|---|----|
| 37. The council keeps sex and age disaggregated data on the use of existing facilities, e.g. retirement centres, community centres, libraries and Women, girls, men and boys benefit equally from budget allocations for sports and recreation facilities | 22 | 3 | 4 | 0 | 0 |
| 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. | 14 | 1 | 5 | 1 | 8 |
| 39. There is an affirmative action policy. | 20 | 1 | 4 | 2 | 2 |
| Career pathing | | | | | |
| 40. Women and men are given equal opportunity for growth within the council and have equal access to training and promotion opportunities | 6 | 1 | 3 | 5 | 14 |
| Working conditions and environment | | | | | |
| 41. The council provides equal benefits for women and men, maternity and paternity leave. | 13 | 3 | 4 | 4 | 5 |
| 42. There is a sexual harassment policy that is enforced. | 17 | 3 | 7 | | 1 |
| 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. | 23 | 2 | 4 | 0 | 0 |
| 44. Gender is written into the job descriptions and performance agreements of managers and key functionaries | 27 | 1 | 1 | 0 | 0 |
| Budgets | | | | | |
| 45. A share of expenditure is explicitly targeted at promoting gender equality. | 21 | 5 | 3 | 0 | 0 |
| 46. Women are able to benefit equally and meaningfully from the resources allocated to mainstream projects. | 15 | 6 | 3 | 1 | 4 |
| 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. | 23 | 2 | 3 | 1 | 0 |
| 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 . | 16 | 7 | 4 | 0 | 2 |
| 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. | 12 | 6 | 4 | 3 | 4 |
| Political profile and champion | | | | | |

| | | | | | |
|--|--------------|------------|------------|-----------|------------|
| 50. Gender issues are given a high political profile by the Council and has a political champion | 24 | 1 | 4 | 0 | 0 |
| Total | 821 | 173 | 218 | 75 | 191 |
| | 1478 | | | | |
| Number of forms received | 29 | | | | |
| Total | 50.97 | | | | |
| x 2 | 101.93 | | | | |
| ../5 - TOTAL OVERALL % | 20.39 | | | | |

Annex D: Gender Action Plan for Gaborone City Council

| FRAMEWORK GENDER ACTION PLAN FOR GABORONE CITY 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. | Mayor, Councillors, IEC, Political parties, BALA | There are 31.4% women in the council 11/35=31.4% | To target 50% of women in increasing women representation | 2014 | |
| | Lobby all political parties to adopt and implement the zebra list system and include these provisions in their manifestos. | Mayor, Councillors | Where are women usually placed on the party list? The percentage of women in different political parties are as follows ; BDP=35%(regional councillors) BCP=25% (Central Committee) | We intend to increase women by; BCP=40% BDP=30% BNF=30% | 2014 | |
| | Engage with Traditional Authorities on women's representation in local politics. | Mayor, councillors | No baseline of engagement with traditional Authorities on women representation in Politics has taken Place | There will be two meetings and success will be measured By updated statistics | 2009/10 | |
| 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. | TC, Mayor | Yes, the statistics is available at the the" Coal Face Study "by Gender Links but not for management and committees. | To develop Sex disaggregated statistics on women in leadership positions in local government. To have Updated statistics on women within the Gaborone City | Annually or 5 years | |

FRAMEWORK GENDER ACTION PLAN FOR GABORONE CITY COUNCIL

| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
|--|---|---|---|---|-------------|---------------|
| | Take measures to ensure equal representation of women in leadership positions in council. | Mayor, councillors | The percentage of women in leadership of council positions , chairpersons vice chairpersons of council and on committees is 31.4% | To recommend for 50% of all leadership positions to be held by women. | 2014 | |
| To educate people and raise awareness about the importance of women's equal representation in local councils | Raise awareness in communities on the importance of women being equally represented in local politics and the importance of voting for women. | Mayor, councillors, political parties, BALA | Average awareness has been done in communities on the importance women being equally represented in Local Politics and the importance of voting for women | To target 100 People at ward level, women and men in Gaborone City Council clusters | Annually | |
| 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) | | There is multi Party caucus for women in Politics across party lines | A need to strengthen the already Multiparty women's caucus established by ensuring that women councillors attend it | 2011 | |
| | Engage women's wings in political parties to identify women who have leadership potential and groom them into leadership positions | | Women's wings in political parties are not groomed for leadership - | 100 % of women councillors could be groomed into leadership positions over a year period | 2010/11 | |
| | Network with regional and international | | Has any such networking been done in the past | What is the target? How many networks established? | 2011 | |

FRAMEWORK GENDER ACTION PLAN FOR GABORONE CITY COUNCIL

| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
|---|--|------------------------------|--|--|---|---------------|
| | women's caucuses | | Networking regionally and internationally has been done but had left more women out due lack of funding - | To network once in a in a year with other women caucus in the region identified | | |
| To empower women councillors and officials to articulate what are regarded as "women's issues." | Conduct a skills audit. | Mayor, councillors, BALA | Has there been a skills audit? What kinds of skills exist? There has been no skills audit conducted | To have in place Data on the specific skills of councillors. Availability of audit on Number of specific skills for councillors | Every 2 years | |
| | Training needs identified by women councillors eg gender, public speaking and assertiveness. | Mayor, councillors, BALA | It used to be done by Emang Basadi organisation, but no longer in existence | The council targets-10% increase in level of participation Progress will be measured by - Motions raised by women at the full council meetings | 2010/2011 | |
| | Council meeting rules should accommodate the use of vernacular so that councillors can use their first language in meetings and interpretation should be provided. | Mayor, councillors, TC | Yes, currently we use vernacular, 'English, Setswana in meetings | To target Atleast 2 languages which are commonly spoken in the country? | After every 5 years (review of standing orders)2014 | |
| | Comprehensive induction programmes for new councillors with follow up refresher courses. | Mayor, councillors, BALA, TC | Introduction programme is available but targets both men women councillors, yes it is gender sensitive | The target is the number of councillors won elections which currently is 35 councillors | Once every 5 years | |
| To empower men on gender | Gender training | Mayor, TC, | Yes, the training by BALA | The indicator will be number of | Annually | |

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| issues and mobilise their support. | workshops for male and female councillors and officials. | BALA | and Gender Links has been done to empower men on gender before there was no training | councillors and officials trained. Target; 26 councillors and 6 officials | | |
| | Gender dialogues with male Councillors and officials, including community leadership | Councillors, men's sector, CBO, Community leaders | No, dialogues for male councillors have been conducted on gender. | The council to target councillors and officials in gender dialogues eg. Once a month? | 20110/2011 | |
| 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. | Mayor, TC | There is no existing data for communities to ensure participation of women and men in community matters | Conduct Gender disaggregated data on men and women participating on community matters. Availability of gender disaggregated data | Annually | |
| | Encourage men to participate in implementation of community activities that are traditionally considered to be only of concern to women. | | We are not aware of any statistics on participation of men on community activities which are regarded to be traditionally for women | This will be measured by activities men will be engaged in To conduct two motivational workshops with men to discuss the traditional activities for women and analyse the ones they could assist on | 2011 | |
| | Educate, inform and disseminate information in indigenous languages on issues that affect women such as utilities, payment of bills, housing opportunities, employment, contracts | Mayor, TC | Currently information on payment of bills ,HIV/AIDS is available in leaflets and written in English language Currently women are | Targeted 50 women and inform them on services provided by the council on GBV Every wards meeting | 2010/2011 | |

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| | and employment opportunities and HIV and AIDS | | educated and informed on issues that affect them , utilities ,housing opportunities both in Setswana and English | conducted by councillors will address the community in the lanuage they understand which is Setswana currently | | |
| 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 | Mayor, TC, Male councillors | No, workshops conducted for men at local level to enhance them on gender | The council will hold one workshop and target 50 men sensitising them on gender equality | 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. | Mayor, TC, councillors | Council publications have not being reviewed to ensure that they do not perpetuate gender stereo types | Conduct a mini workshop and review publications to be Gender aware Publications to be reviewed Once in a year | 2011 | |
| II. GENDER SPECIFIC PROGRAMMES | | | | | | |
| Early learning | | | | | | |
| To provide affordable child care to free women to participate in the labour force, | Greater coordination between the council and the Ministry of Education in provision of quality early childhood development facilities. | Mayor, TC, Ministry of Education | What kind of coordination is currently in place? 1 DEC (GCC) Please expand the information 70 PvT DC?? | To ensure that here is affordable child care in All privately run kinder gardens DCC?? | Annually/2011 | |
| | Review pre-primary and kindergarten fees to make them more | TC, Mayor, councillors | Currently the structure is that children pay P240/term | To review payment structures Kinder garden where fees are Privately determined | 2011/2012 | |

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| | affordable; and facilitate better access for disadvantaged children. | | | | | |
| | Ensure pre-primary education is policy compliant | Ministry of Education S&CD | We are not aware if Pre - Primary education policy is compliant | To conduct workshop with Ministry of education and review if the Policy is compliant pre-primary education | 2011 | |
| III. GENDER IN EXISTING PROGRAMMES | | | | | | |
| Security and emergency services | | | | | | |
| To address issues of safety within communities that affect women disproportionately especially in informal settlements. | All streets should be named, where applicable, and reference points identified, so that emergency services can locate women who call for assistance. | Roads Department | All streets are named , except Block 7, Block 10, Old Naledi Location | The council will target Block 7 and block 10to ensure streets are named | By December 2010 | |
| | Lobby businesses to assist people in need. | BOCCIM S&CD | Yes business community provide support for the needy people through Red cross or the Social welfare Department in the council | Retail businesses 5 retail businesses with chain stores especially those who have not assisted people in need. | On going | |
| To educate women and to raise awareness, especially of women-headed households in informal settlements, who suffer disproportionately as a result of fires that destroy their homes and livelihoods. | Awareness programmes that target women, on the prevention of fires. | | Education has been through kgotla meetings, address on Prevention of fires | Targeting 50% reduction in the number of people who lose their homes through fires | ongoing | |
| | Train community members on how to handle emergencies, including first aid. | Red Cross, Health and safety, Fire department , BDF | No, training has been conducted currently on how to handle emergencies , including first AID | We will target 20% councillors and 15% staff Every 3 months councillors and staff will be targeted | 2011 | |

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| 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 building control | We will enquire from the relevant department | We will enquire from the relevant department | 2010 | |
| The economy and job creation | | | | | | |
| To facilitate equal employment opportunities because women are disproportionately affected by high levels of unemployment | Set and monitor specific targets to ensure gender parity in employment opportunities created by local government. | HR, office, CSD, Labour & Home Affairs | What are the current statistics of women and men employed by the council? To be acquired from HR | What is the target? How will it be monitored? Use available statistics from HR office | By June 2010 | |
| | Facilitate employment opportunity workshops for women in communities to enable them to be better placed to access opportunities. | S&CD, NGO's, Central Government Departments | What are the unemployment figures? What proportions of women to men are unemployed? To enquire form the council | What is the target % increase in women employed? This will depend on the statistics | By December 2010 | NOT APPLICABLE |
| | Ensure an increased vote item in the budget specifically related to women's empowerment; review empowerment projects based on a gender analysis | The council Finance department | No vote item budget specifically related to women's empowerment | To conduct 1 day seminar for both men and women, 60 participants, 2% of mayor 30% budget | 2011 | |
| | Inform women about economic opportunities in liaison with WAD and | NGO's, Women's Affairs | Information which exist on employment of women is in Ipeleng | This will be measured by Statistics from HR office on the current employment | 2012 | |

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| | other stakeholders | Department | S&CD Rotary Project Various advertised posts | | | |
| To obtain sex disaggregated data on unemployment levels in communities | Conduct surveys, collect data and analyse it. | | Is there any data on unemployment levels in communities There is no available data on unemployment levels in communities from the councils | We will enquire for statistics from the HR office. N/A | 2010 | |
| 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. | Secretariat of CAPADDA Adjudication Committee | Does any information or support exist for women in this regard? Information which facilitate increased involvement of women in contractors does not exist | What is the target %/ number increase in the number tenders submitted by women and contracts allocated to women? We will enquire from the other offices in the council on the information | 2010 | |
| | Implement and monitor quotas for women for the awarding of council contracts | The council | What are the current statistics? Is there a point system, ie. How many points are awarded for gender, should this be increased? There is no such information, to enquire from other departments in the office - | What will the quota be? How will it be monitored? To enquire from the relevant office | 2010 | |

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| | Tender board regulations should be changed to ensure that 50% of those sitting on the tender board that awards contracts involve women. | Secretariat of adjudication committee | How many women sit on the tender board at the moment? Not aware to enquire information from the tender board committee in the council - | To enquire from other departments in our council | 2010 | |
| | Encourage and affirm larger businesses that sub-contract women-owned enterprises. | Business Community | No ,incentives exist which encourage and affirm larger businesses that sub contract women owned enterprises | To amend the procurement to provide such incentives | By 2015 | |
| 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. | Women's Affairs Department | What are the current poverty statistics? What % of women lives in poverty? Is there any kind of poverty eradication strategy in place? Poverty statistics could be obtained from the Central Government | What is the indicator? How will this be measured? To enquire Statistics from Central Government | 2010 NOT APPLICABLE | |
| | Ensure oversight of | S&CD | Yes, destitute identification | To obtain Assessment results | 2011 | |

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| | Sustainable Livelihood assessment by CSO to identify needs and appropriate interventions to enhance the livelihoods of poor and very poor households. | Councillors VDC | assessment has been done | from Social work Department on the assessment results | | |
| | Facilitate improved access to social grants, including food security nutrition | S&CD Councillors VDC WDC | Women have better access to the grand than men, about 114 have grants | To maintain the current statistics not to decline, as currently the country is faced with economical crisis. | ongoing | |
| | Facilitate the implementation of income-generating activities, improve resources allocated and implement monitoring. | The Council Ministry of Local Government | The success is that some women run their own projects. | The council will measure by number of sustainable projects for those projects who were funded | 2011 | |
| | Liaise with and support CBOs and NGOs already working with poor households. | S&CD, NGO's, CBO's Women's Affairs Department | NGOs have benefited from workshops and training (Mutual Cooperation) | This will be measured by Number of workshops and seminars (joint ventures)conducted | Annually/2010 | |
| 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. | Business Community Secretariat of Adj. Committee | What is the proportion of women to men in the business sector? We do not have the statistics | What is the target % growth? This will depend on the statistics | NOT APPLICABLE | |
| | Community liaison official to disseminate information and advice | PR S&CD Councillors | Yes, there is information dissemination about sourcing | This will be measured by Frequency of the flow of information from relevant | Annually/2011 | |

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| | about sourcing economic opportunities. | Youth Officer | Economic opportunities | offices to women in the council | | |
| | Encourage public and private business partnerships with all stakeholders | Business Community | Are there any such partnerships? Has anything been done in this regard? There are no partnerships which encourage the public and private business with all stakeholders | What is the target number of partnerships to be formed? To hold 1 consultative consultation meeting on Partnership and explore ways of working together with other stakeholders | 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. | S&CD NGO's CBO's Business Community | Yes, there are existing skill development and business support for women with S&CD Baking project | The council currently have targeted 30 women, but we intend to target 30 extra women | Annually/2011 | |
| | Facilitate increased involvement of women-headed companies by raising their awareness on available opportunities e.g floating tenders, export opportunities. | Women's Affairs Department NGO's Commercial office PPADB | The support exist through Women's Affairs Department , through the SADC Expo Exhibitions | The council targets 5 women headed companies to be formed depending on the followings 1. This will depend on statistics 2. Surveys to be conducted to get feedback | 2010 | |
| | Facilitating mentoring of smaller enterprises and benchmarking with bigger enterprises | CEDA LEA Business Community Women's | Yes, there has been facilitating and mentoring of small enterprises and bench marking with bigger enterprises | The statistics will be obtained from LEA Project | 2010 | |

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| | | Affairs Department | | | | |
| Informal sector | | | | | | |
| To promote equal access to markets. | Link women to investment opportunities | Women's Affairs Department BSE NGO's BOCUM Business Sector | What are the statistics of women in the informal sector? Statistics of registered traders to be acquired from GCC Commercial office | What is the target number of new formal businesses to be formed? This will depend on statistics of available markets and informal traders | 2010 | |
| | Integrating women with partnerships, joint ventures etc. | Women's Affairs Department NGO's Business Sector | How have women been integrated in partnerships and joint ventures? We are not aware to enquire from other offices within the council | What is the target% increase of women in partnerships? To be established from Women in Business organisation | By December 2011 | |
| INFRASTRUCTURE | | | | | | |
| Housing and Land Rights | | | | | | |
| To promote the equal rights of women to land tenure | Collect gender disaggregated data on housing. - Policy review 50% women of land allocation - Educate women on opportunities for investment on land | Council to submit a request on lands Council & other stakeholders | There is no data in the council on gender disaggregated | To access data from the housing department on women and suggest for 50 % quota This will be measured by available Gender disaggregated data on housing for women. | 2011 | |

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| | Lobby Ministry of Lands to ensure that gender is mainstreamed in land policy and procedures as implemented by Land Boards Training of Land Board on gender issues (through Ministry of Lands) | Leadership and NGO's Councillors MP's | Do any policies exist to ensure women's access to land? There has never been training for land boards on gender issues | To propose for land boards training on gender with BALA AND Gender Links 1 day workshop will be held with the land board in our area | 2010 2010 | NOT APPLICABLE |
| | Ensure gender balance on housing committees; and lobby for a quota for women | Councillors MP's | The Housing committee is currently constituted by 30 % of women | To increase 50% of the housing committee with women. | 2010 | |
| | Increase the range of housing and land options available to poor households; including subsidies for poor women | Councillors MP's | Previously there was no land tenure for women and this still exists in some areas under chiefs Yes, it there is an increase through the newly Self Help Housing Project | What is the target increase in the number of women owning land? 50% of women own land , but could be increased to 80 Percent with new allocations | 2010/2011 NOT APPLICABLE | |
| 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. | Council (SHHA) | Yes, assessment of living environments has been done , which showed it was crowded and lack of modern facilities needed | Yes, this will be measured by feedback from the customers which could be followed by a survey | 2011/2012 | |
| | A policy on low-impact economic activities to be | Council Local | The current regulation is to Acquire trading licence | This will be measured by Percentage of women acquiring | 2011 | |

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| | undertaken from dwelling units. - Sustainable activities that will generate income | Authorities | | trading licences. | | |
| To ensure women and men's equal access to housing subsidies. | Educate women on housing policies and subsidies. | Councils | What information exists on women and housing? Is there existing material that can be used regarding policies and subsidies? The Council is not aware of some existing information on women and housing | How will this be measured? To enquire about the information | 2010 NOT APPLICABLE | |
| | Disaggregate and capture existing data; a mechanisms for continuous data capture | SHHA Land Boards Local authority | The statistics on housing subsidies are obtained by SHHA and land boards | To enquire Gender disaggregated data and statistics in the relevant office in the council | 2010 NOT APPLICABLE | |
| | Audit housing plans. | Physical planning | Have any audits been done in the past? Yes, audits have been done in the past but are not availed to the council | To enquire from the audit office in the council | 2010 | |
| To review housing policies so that they are gender sensitive | Review current policies and change them to make them gender | SHHA Land boards | Has any policy review taken place? | How will this be monitored? To enquire from the relevant | 2010 | |

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| | sensitive. | | We are not aware of any policy review taken place to make them gender sensitive | department | | |
| 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 | Local Authority | Has any assessment been done in the past No, assessment has been done on use of services and data disaggregated data by sex | What is the target/ timeframe in which to do this? To enquire from service providers | 2010 | |
| | Provide affordable services to poor households. | Local authorities | The following services are provide with reasonable costs - Building material loans (SHHA) - Turn key Programme | To target Low/middle income group for the Self Help Housing Agency (SHHA every year. | 2012 | |
| | Council to provide subsidies for those who cannot afford | Local authority | Currently the poorest do not pay loans and are provided on the followings - Building material loans (SHHA) - Turn key Programme | To continue recommending for 50 % Low/middle income group for provision of basic services | 2010/2011 | |
| | Create jobs through awarding tenders, | Council | 90% of women are currently employed in this | The council is targeting to employ 100 percent of women | Ongoing | |

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| | community projects, cash for work and training for women in this sector. | | sector but numbers for comparisons are not available | if funds available | | |
| | Ensure that women are consulted prior to the provision of services. | Local Authority | Consultations have been done through Kgotla meeting , Ward D development Committees .Already 9wards have held development committees) | To increase by 50 % consultation with communities | 2010/2011 | |
| | Align services to the needs of women. | Local Authority | The current state delivery is good | The current target is 70 % to 71% | Ongoing | |
| | Involve women in the management and maintenance of these services and facilities. | Local government | Yes, women are currently involved in this role of numbers and comparison although the statistics is not available | What is the target number of women to be involved? To first enquire on the statistics | 2010 | |
| Environmental health | | | | | | |
| To involve women, as key stewards of the environment, in environmental preservation projects or making business ventures from the environment. | Increase the frequency of refuse collection. | Local authorities | The refuse is being collected Once a week | To recommend for refuse to be collected 3 times a week | 2010 | |
| | Provide and maintain public toilets in strategic areas | Local authority | There are 6 Public toilets in the council | Re commend for Monthly maintenance of the toilets but due to budget cut down the council does not recommend new building of toilets | 2010 | |
| | Review the waste | Waste | There is a waste | To review the gender policy | 2012 | |
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| | management policy from a gender perspective. | management | management policy but not gender Perspective | and ensure that it is gender neutral | | |
| 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. | Local Authority | No, current statistics has been compiled in the Gaborone City Council on HIV/AIDS at work place which we are aware of | To collect Gender disaggregated data of HIV/AIDS in the council To enquire from the relevant office | 2010 | |
| | Develop gender aware HIV and AIDS public education and awareness campaign. | Local Authority | Yes, there is HIV/AIDS public education and awareness campaign but not gender aware | This will be coordinated by mainstreaming gender into HIV/AIDS public education in every HIV/AIDS campaign It will be coordinated by the wards within the council | 2010 | |
| | Advocate for and promote the female condom and so that women have free access to them. | Local Authority | The female condom is Available on request only at health facilities for free | Already 100% of female condoms are available, but not been utilised by women saying they are not user friendly. To target 50 % usage of condoms by women | 2011 | |
| | Gender sensitive sex education in schools. | Ministry of Education | Currently we are not aware of the sex education being taught in schools To enquire information from schools | This will be measured by number of schools being taught sex education in Gaborone | 2010 | |

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| 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. | Ministry of Health | The council has not hosted and promoted the 16Days of campaign in the past, but rather some members of the council were invited as guests. Is PEP readily available at all the health facilities? How many facilities is it available? Not aware of PEP Availability to enquire from Ministry of Health | The council to commemorate the 16 Days of campaign every year, All members of the council and staff will be targeted What is the target % increase in the number of women accessing PEP To enquire from Ministry of Health | 365 Days calendar 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. | Local Authority | What are the statistics? What is the % of men and women who go for VCT? Not aware of the statistics , to enquire from VCT, to enquire | What is the target % increase in number of women and men going for VCT? To determine percentage after inquiry | 2010 | |
| Treatment | | | | | | |
| To facilitate improved access to free treatment nationally | Gender disaggregated statistics on access to treatment and care; policy measures to rectify this. | Local Authorities Ministry of Health | How many women compared to men access free treatment? Both men and women have access to treatment, to enquire statistics | To enquire for gender disaggregated data of men to women from Ministry of Health | 2010 | |

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| | Facilitate access to ARV's for women and men and keep gender disaggregated statistics on uptake. | Ministry of Health | What does the council do to facilitate access to ARV's? What stats exist in this regard? The Councils ensure adequacy of ARV's on health facilities | What is the target? How many people receive treatment? Over what period? Currently we do not have the statistics | Ongoing | |
| Social development | | | | | | |
| To make community and sporting facilities more accessible to women and ensure that they benefit equally from such facilities. | Collect gender disaggregated data on the use of council community and sporting facilities. | Local Authorities | Does this data exist? To enquire if gender disaggregated data is available on the use of council community and sporting facilities | To ensure that there is 60 % Gender parity on the use of community sports facilities by women. | 2010 | |
| | Ensure that every library has a section on women's literature. | Local authority Ministry of Education | We are not aware if council libraries have women literature | What is the target? To complete after enquiring | 2010 | |
| | Set up mobile libraries to make reading more accessible to women especially in rural areas. | Local authority Ministry of Education | There are no mobile libraries , we have structured libraries | Libraries operate within the council buildings on areas targeted in the city on the following times | Ongoing | |

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| | | | | <ul style="list-style-type: none"> - Daily - Low income areas | | |
| | Design programmes to ensure that women and men benefit equally from local authority facilities, for example promoting women in traditionally male sports, eg. Soccer and boxing. | Ministry of Youth and Sport | <p>Programmes in existence in the Ministry of Youth and Sports ensure that both men and women benefit equally from local authority facilities.</p> <p>Existing programs, drama, basket ball, football.</p> | To ensure that there is an increase of 100% in the number of women , boys and girls utilising local authority facilities | Ongoing | |
| | 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. | Local Authority | Activities that celebrate women’s achievements exist through International Women’s Day Commemorations. Other events, include the day of the African child, Disability day. | Every year we will host a big (800people) as a campaign and invite community in the city to commemorate 16 Days of Gender Based violence and International women’s Day | 2010 | |
| To challenge the practice that child care is the sole responsibility of women and to educate men on parenting | Conduct awareness programmes on parenting responsibilities for men and women. | Ministry of Labour and Home Affairs | Awareness materials are available but are not gender sensitive most of them and parenting | To conduct consultative meeting and review parenting materials availability with relevant department | 2010/2011 | |

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| responsibilities. | | | responsibilities | This will be measured by materials reviewed | | |
| IV. EMPLOYMENT PRACTICES AND ENVIRONMENT | | | | | | |
| To increase the representation of women employed in the council. | Adopt the SADC target of 50% women in all areas of leadership and employment by 2015. Explicitly prioritise gender equity in performance plans. | Botswana government NGO's Political Parties Media | There are no steps taken by council to prioritise gender equity in the employment | Formulate a gender policy 50% which will enable participation of women in all areas of employment by 2015 | 2015 | |
| | Address gender imbalances in departments – increase number of women employed overall as well as increase the number of women in senior and management positions and address the departments where the greatest imbalances exist. | Local government Council management | What are the current gender statistics of employees in the council? What % men and women occupy management positions – what is the breakdown per department? Refer to human resources department | What is the target % increase in the number of women employed by the council? What is the target % increase in mgmt positions and departments? To create a 50/50% increase of women to have a gender balance in management positions | 2010/2012 | |
| | Include women's targets as a non negotiable component of senior manager's contract. | Local Government Council management | Who is responsible for ensuring that targets are met? Is this included in their contract? To enquire from council management | - To enquire from council management | 2010 | |

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| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
|---|---|----------------------------|---|---|-----------------------------|---------------|
| | Align the work place skills Plan to the Affirmative Action plan. | Local GVNMT Council | Has any work been done in this area? Not aware of any skills to the affirmative action | How will this be measured? To enquire information first | 2010 NOTY APPLICABLE | |
| | Obtain buy-in and support of the unions for increased gender equity in the employment profile of the council. | BALA Gender Links UNIONS | Unions Have been approached to obtain buy – in support of the unions for increased gender equity in the employment profile of the council | Resuscitating the unions and establishing relationships between councils and unions | 2010 | |
| To ensure that the recruitment and selection process offers equal opportunity to women. | All job advertisements should encourage women to apply. - Status quo to continue | Town clerk Human resources | What is the baseline? Nothing has been done | What is the target? To enquire on the current baseline on selection panels from the relevant office in the council | 2010 | |
| | Selection panels should be gender balanced. - Selection panels should be based on credibility and taking into consideration gender balance | Town clerk Human resources | Selection panels are conducted n credibility in regardless of gender. | | 2010 | |
| | Gender sensitive selection policies | Town clerk HR manager | Current practices are gender sensitive even though | Target will be that within the council we hold potential | Ongoing | |

FRAMEWORK GENDER ACTION PLAN FOR GABORONE CITY COUNCIL

| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
|---|---|---|---|---|-------------|---------------|
| | 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. | selection panel | without policy | interviewees that are gender sensitive | | |
| | Develop comprehensive employment equity plans. | HR manager Council | There is no employment that is equity in existence within this council | HR/ EE Policy Facilitate the need to have equity draft plan policy | 2011/2012 | |
| | Apply job preservation policy to meet women's targets. | Local GVNMT HR manager Council WAD IN THE Ministry of Labour and home Affairs | What are the women's targets? There is no preservation policy | HR/EE policy To enquire from the HR office | 2010 | |
| | Incorporate gender into structure system policies and processes. | Local gvt Council | Has gender been incorporated into any policies and processes? Gender has been incorporated into policies To a lesser extend | To lobby for Gender sensitive structure systems and policies | 2010/2011 | |
| To ensure that staff development programmes are | Succession and staff | HR manager | There is no succession and | Positions are given on merit | Ongoing | |

FRAMEWORK GENDER ACTION PLAN FOR GABORONE CITY COUNCIL

| 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. | Councillors | staff development plans specific focus on upgrading the skills of women and their promotion to senior decision-making positions, or model working at the council | | | |
| | Undertake a skills/ qualification audit and assessment of all municipal employees. | HR manager Councillors | No skills and qualification audit and assessment conducted for all council employees | To enquire if any assessment has been made | August 2010 | |
| | Devise and implement a range of capacity-building options for employees and cllrs. | Councillors HR Manager | Councillors attend capacity building workshop from time to time | The indicator will be measured by number of workshops/seminars attended through the capacity building workshops /seminars attended | Ongoing | |
| | Mentoring new cllrs and employees. | S&CD Councillors | Yes, mentoring of councillors has been done but need improvement Still needs to be improved | The indicator will be more new councillors getting capacitated | 2010 | |
| | Identify skills needs among communities and skills gaps in key economic sectors. | Council Local government | Yes there have been needs assessment identifying skills needs among the communities | This will be measured baseline on the assessment and When the council gets its planning priorities right | Ongoing | |
| | Develop targeted skills development programmes. | Council LocalGVNMENT | The targeted skills have already being developed | This would be done through efficient appraisal of council staff | Ongoing | |

FRAMEWORK GENDER ACTION PLAN FOR GABORONE CITY COUNCIL

| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
|---|---|--|--|---|-------------|---------------|
| | Facilitate women's entry to skills development programmes. | Human resources | What has already been done to facilitate women's entry to programmes? Nothing has been done to facilitate women's program | 50% of women to access the programme | 2011 | |
| Work conditions and environment | | | | | | |
| To facilitate women's equal participation in the workplace. | Review maternity leave provisions to ensure that women are able to take three months full maternity leave through the contributions of both local government and Social Security. | Human resources | There is a provision for maternity in place | 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 | Human resources | There are no paternity provisions currently. There are no such Programs around responsible fatherhood Not available | 14 days paternity leave should be allowed in year | 2010 | |
| | Meetings times should take the needs of all employees into consideration and not run too late. | Committee of chairpersons and secretaries (all council committees) | The policy on meeting times are 15 minutes | To ensure that meetings do not run late and it is written as a guideline. | Ongoing | |
| | Provide child care facilities | Council | | To ensure that there is child | 2012 | |

FRAMEWORK GENDER ACTION PLAN FOR GABORONE CITY COUNCIL

| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
|--|--|-----------------------------|--|---|-----------------------|---------------|
| | for municipal employees. | | Child care facilities Available for all but not council staff | care facility 1 per constituency | | |
| | Provide flexible work arrangements for parents. - Providing transport for council staff who are expecting | Council | No arrangement for council transport currently | It will be by a Number of out parents enrolling | 2012 | |
| | Act upon employees who are not making maintenance payments. | | Has this issue ever been addressed? How? Refer to legal fraternity | What is the indicator? How will this be measured? | Not applicable | |
| | Conduct awareness programmes on parenting responsibilities. | NGOs FHD BOFWA FWE | Yes, there are programmes like family welfare education | More awareness activities taking place within council | 2010 | |
| | Support and expand crèches. | Education committee | There are crèche facilities in existence but do not know the exact number | To target crèche 1 per constituency | 2010 | |
| To address issues of sexual harassment in the council. | Develop and implement a sexual harassment policy (SHP). | Town clerk | Is there a sexual harassment policy in existence? It has just being introduced in the council | Implementation of the Sexual harassment policy and will be monitored by ensuring that the council and staff understand it | 2010 | |

FRAMEWORK GENDER ACTION PLAN FOR GABORONE CITY COUNCIL

| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
|--|--|----------------------------------|--|---|-------------|---------------|
| | Workplace education and awareness on the SHP | Town clerk Council | No awareness on sexual Harassment policy | It will be measured by Information received | 2010 | |
| | Code of conduct to ban the use of sexist jokes and language. | Councillors Town clerk | There is Standing order in the council | The target is number of cases reported | Ongoing | |
| 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. | Councillors and members of staff | The current mission and vision statement of the council is quiet on gender | To integrate gender issues n vision and mission of council through a 1 day review workshop | 2011/2012 | |
| | Conduct surveys prior to planning to determine the needs of both women and men. | Council staff | Surveys have been conducted in the past, but it was general, not addressing men and women. | To organise 1 day consultative meeting to plan for Gender aware survey. Gender aware surveys result available. | 2011-2012 | |
| | Consult with both women and men when drawing up plans. | Council staff | Consultations are conducted when drawing plans but are general | What is the target? How many consultations? is the target group, how many? To enquire from the planning department in the council Gender aware survey results | 2011/2012 | |
| | All units and departments should include gender indicators in their business plans. | Council staff | No departments in the council use gender indicators in their business plans | Train managers on how to develop Gender indicators To discuss and develop a draft Action programme with gender Indicators. | 2011/2012 | |

FRAMEWORK GENDER ACTION PLAN FOR GABORONE CITY COUNCIL

| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
|---|---|--------------------------|---|---|-------------|---------------|
| | Councils should administer customer satisfaction surveys that are disaggregated and analysed according to gender. | Human resources | Yes, customer satisfaction surveys has been administered in the past | To embark on Quarterly survey and make results available | 2011/2012 | |
| 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 staff | Nothing has been done in the establishment of structures that constitute the gender machinery | GMS established, vested with authority, strategy, plan and resources. | 2011/2012 | |
| | Recruit/appoint/hire gender focal points. | Human resources | No, gender specialist has been recruited | Specialist staff recruited and appointed. | 2011/2012 | |
| | The gender coordinator should be assisted by gender focal points in all departments, together comprising the gender management committee. | Council staff | Nothing, has been done in the establishment of structures that constitute the gender | GMS established, vested with authority, strategy, plan and resources. | 2011/2012 | |
| | Senior managers must take ultimate responsibility for gender mainstreaming within the administration. | All head's of department | Nobody is responsible for gender in the council | GMS established, vested with authority, strategy, plan and resources. | 2011/2012 | |
| | Gender to be written into the job description and performance agreements of senior managers and GFP. | Head's of department | No, gender is written into the performance agreements of senior managers Gender Focal Points | Accountability on gender through Pas | 2011/2012 | |
| | Gender should be a | Head's of | No, there is no gender item | What is the target? | 2010 | |

FRAMEWORK GENDER ACTION PLAN FOR GABORONE CITY COUNCIL

| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
|----------------------------|--|----------------------|--|---|--------------------------------|---------------|
| | standing item on the agenda of management committee meetings. | department | on the agenda of management committees | To enquire from the council | | |
| | Establish a gender committee comprising councillors and other stakeholders to ensure political oversight for gender mainstreaming in the work of local government. | Councillors Staff | No, there is no committee in council that is responsible for gender | Establish a gender committee comprising councillors and other stakeholders. | 2011/2012 | |
| | Form a multi party women's caucus. | Councillors | Yes, there is Women Caucus structure which bring together women councillors around common concerns | Women's caucus strengthened and recommend other party councillors to affiliate. | 2011/2012 | |
| | Prepare Terms of Reference for gender machinery, and clarify reporting procedures. | Council staff | No, gender focal points being established and no terms of reference | GFP formed; TOR for GFP | 2011/2012 | |
| | Publicise the establishment of the gender machinery. | PRO | No, we do not have gender machinery | Gender equality committee established and publicised | 2011/2012 | |
| | Gender machinery to prepare their own strategic plans. | Council staff | Does the GMS have a strategic plan No | Strategy and action plan adopted. | 2011/2012 NOT APPLICABLE | |
| | Establish linkages with gender machinery in | BALA | Have any linkages been established? | GMS Networked | 2011/2012 NOT | |

FRAMEWORK GENDER ACTION PLAN FOR GABORONE CITY COUNCIL

| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
|---|---|------------------------------|--|--|-------------|---------------|
| | other municipalities. | | No | | APPLICABLE | |
| 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. | Staff | Sex disaggregated data is not in existence | All statistics disaggregated by gender used for monitoring and evaluation. | 2012/2013 | |
| | Gender indicators to be formulated for each department/ programme and HR management. | Staff | There are no gender KPIs in the City score card | Gender KPIs integrated into city score card. | 2011 | |
| | Ensure that women and men participate equally in public consultations on planning and budgets. | Councillors Staff | Yes, both women and men participate equally in consultations. | This will be measured by the establishment of planning committee comprising of women and men | 2012/2013 | |
| | Conduct a gender analysis of the municipal and departmental budgets to ensure that expenditure responds equally to the needs of women and men. | Councillors Council staff | No, there are no direct or indirect budget for advancing gender equality | Direct budget being infused in the council department budget | 2012/2013 | |
| | Recommend resource allocation (specific budget line) for initiatives that will promote gender equality, including fighting gender violence and HIV and AIDS). | Councillors Staff | The action plan has not been costed but will be mainstreamed in the council budget | The indicator will Costing of this action plan in the council budget | 2012/2013 | |
| | Ensure that departments allocate resources to | Councillors | Departments do not allocate resources to gender | The indicator will be allocation of resources to gender | 2012/2013 | |

FRAMEWORK GENDER ACTION PLAN FOR GABORONE CITY COUNCIL

| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
|--|---|-------------------------------|--|--|---------------------------|---------------|
| | gender priorities. | Staff | priorities | 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. | Councillor Staff | No, training has been done on gender | 5 workshops per annum 250 trainees (50 per constituency) | 2012/2013 | |
| | Liaise with service providers to provide training programmes. | Gender Links Emang Basadi | No, training has been done with service providers | 5 workshops a year (training programmes) | 2012/2013 | |
| | Facilitate training programmes among councillors, officials and community groups. | BALA | Gender awareness workshop has been conducted for councillors and officials | We will target number of cllrs, officials and community groups for training as follows 34 councillors 16 GCC Officials | 2010/2011 | |
| | Ongoing mentorship and support through linkages with civil society. | Council staff and councillors | Do any such programmes exist? Yes | Target number of cllrs and officials involved in such programme? 34 councillors and the whole GCC staff | 2010 NOT APPLICABLE | |
| | Assess impact of training. | Councillors and staff | No ,training has been done impact assessment | Conduct impact assessment training with staff officials and councillors | 2011/2012 | |
| | Gender sensitivity training for both male and female councillors | BALA | Gender awareness training for both female and male | cllrs, officials and community groups to be trained as follows; 35 councillors Head's of Department VDC's | 2011/2012 | |

FRAMEWORK GENDER ACTION PLAN FOR GABORONE CITY COUNCIL

| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
|-------------------------------------|--|------------|---|--|--------------------------------|---------------|
| | Gender analysis training for councillors and staff with specific gender mainstreaming responsibilities. | BALA | No, training has been done on specific gender mainstreaming | To target number of cllrs, officials and community groups train them on specific gender mainstreaming 35 councillors Head's of Department VDC's | 2011/2012 | |
| To raise awareness on gender issues | Compile a calendar of special gender events and campaigns. Engage in campaigns to raise the profile of gender eg Women's Day; Sixteen Days campaign. | Council | <i>International Women's Day gender awareness and 16 Days of Gender based Violence against women and children</i> | <i>It will be measured by number of activities undertaken</i> | 2011/2012 | |
| | Prepare pamphlets, advertising, posters, logo etc. | Council | <i>No, workshop has been undertaken</i> | <i>Prepared Pamphlets, posters, logo etc.</i> | 2011/2012 | |
| | Run competitions, sporting activities that challenge stereotypes. | Council | <i>Have any such activities been done in the past?</i> <i>No</i> | <i>What is the indicator? How will this be measured?</i> <i>2 sporting events per year</i> | 2011/2012 Not Applicable | |

Annex E: Gender based violence action plan for Gaborone City 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. | | <i>What are the current statistics on GBV in the council?</i> <i>We do not have statistics at GCC</i> | <i>What are the targets?</i> <i>Get statistics from the relevant authorities and make necessary improvements</i> | 2010 | |
| | Conduct a gender safety audit and convene an annual Women's Safety Assessment Focus Group. | | <i>Has there been any such audit done in the past</i> <i>No, but GCC should embark upon convening the audit and focus groups</i> | Results of audit Women's Safety Assessment Focus group established | 2010/2011 financial year | |
| | Work with communities to ensure that all public spaces such as parks, cemeteries, and all neighbourhoods are safe with adequate street lighting. | | <i>What is the state of street lighting in the council?</i> <i>Adequate except for Old Naledi and some SHHA areas, parks and cemeteries, foot paths</i> | <i>GCC need to get statistics from BPC and GCC electrical department</i> | 2010 | |
| | Develop and implement a lighting master plan for the council, plan-maintenance must be in place-monitoring mechanisms and turn around time | | <i>Master Plan exist but it might not be up to date</i> | Lighting master plan with clear targets and indicators Check with GCC electrical Dept | 2010 | |
| | Name all streets clearly so that police and other | | <i>Around 80% named and 20% unnamed.</i> | <i>Block 7 and Block 10 in Gaborone</i> | 2010 | |

| FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE | | | | | | |
|--|---|--|--|---|---------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | emergency services can reach residents with ease in the event of emergencies. In informal settlements each municipality to develop land marks | | | | | |
| | Conduct safety awareness programmes and establish a watch-dog community including all community based structures e.g. community policing forums, etc. | | <i>Are there any community policing and safety forums? Do they focus on GBV?</i> <i>Yes ,but they do not focus on GBV</i> | <i>What is the target, how many safety forums per area?</i> <i>Target 3 per constituency</i> <i>Existing 2 per constituency</i> | December 2010 | |
| | Involve street hawkers in crime watchdog projects. | | <i>Indirectly but in some parking areas are directly involved</i> | <i>Mobilise them to form clusters per their area of operation</i> | 2010 | |
| 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 | T.c, Mayor, CFO, PYO, NAD, Botswana Police, Dikgosi. | <i>Do any programmes on GBV exist within the council?</i> <i>No, plan in place</i> | <i>Collaborate with WAD in formulating a yearly programme of activities on issues of GBV. Measure: number of activities held.</i> | 2010 | |

| FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE | | | | | | |
|--|---|--|--|--|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | 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 | Same as above | <i>No, plan in place(We have not hosted the 16 DAYS Campaign ,the council was involved through other stakeholders campaigns</i> | <i>Formulate a programme of activities catering for issues of GBV Measure: Number of activities held</i> | 2010 | |
| | Mount high profile campaigns to reclaim areas that have become unsafe for e.g. Take Back the Night campaign to sustain the momentum. | Night watch and Bye Law enforcement | <i>No plans in place(involvement a stakeholders</i> | <i>Formulate programme of activities to curb crime infested areas. Night patrols carried out</i> | | |
| | Promote involvement of men and boys in ending gender violence. | t.c,Mayor,PYO,CEA,Me secor,Faith organisations,Dikgosi,PTA,WDC,CBO(scouts) | <i>There has never been such an activity including boys and girls</i> | <i>Programme of activities to promote men and boys against issues of GBV. This will be justified by Number of activities conducted</i> | 2010 | |
| | Monitor and evaluate impact of all public awareness campaigns | GL WAD BALA Emang BASADI | <i>Have awareness campaigns been monitored and evaluated? No ,monitoring has been done</i> | <i>Establish a measuring and valuation tool to gauge the impact of programme/activities Number activities</i> | 2010 | |
| | Join the 'Making IT work for Gender Justice' initiatives such as cyber dialogues. | Same as above and IT | <i>Yes, for the first time during the 16 Days Cyber dialogues organised</i> | <i>Incorporate information on council website Inputs made into website</i> | Quarterly | |
| Best practices | | | | | | |

| FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE | | | | | | |
|--|---|---------------------------------|---|---|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| To showcase best practices to end GBV | Collect and present best practices being done by councils to end GBV | Local authorities BALA GL | <i>Do any best practices exist – have they been documented Best practices do not exist</i> | <i>Will host 5 Kgotla meeting per constituency in a year and come with best practices</i> Develop a systematic plan to address issues against GBV which will be conducted at Kgotla meetings | 2010 | |
| Response | | | | | | |
| To implement actions that are effective in responding to GBV in your council | Ensure effective and efficient community policing forums (CPF). Incorporate GBV into already existing crime prevention programmes | Police, Council, VDC, NGO's | <i>Community Policing forums in Gaborone exist and some are effective like in Block 5. They created a pool/fund to facilitate the (CPF)</i> | <i>Conducting the seminars, workshops in every constituency for a period of 12 months</i> | 2010 | |
| | Strengthen and support shelters and places of safety for survivors of gender based violence in liaison with NGOs | Police, NGO's | <i>How many places of safety and care are there within the council? No places of safety available</i> | <i>Will build or rent 2 shelters in 2011. One will be in Gaborone North and Gaborone South</i> | 2011 | |
| | 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 | Council, NGO's | <i>Data already available</i> | Database of services and facilities made available Provide routine counselling to survivors of Gender Based Violence (GBV) in every month | On going | |

| FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE | | | | | | |
|--|--|---|---|---|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | and provide ongoing support in collaboration with various community structures. | | | | | |
| | Encourage role modelling of survivors and victims | Media,council,schools, NGO's | <i>Role modelling is done mostly in Women forums</i> | <i>Insert on one of the local news papers monthly</i> | 2010 | |
| | Establish gender units and family counselling services at people centres with appropriate resources | Women Affairs Department,NGO's,Council | <i>Yes, there is Life line,Emang Basadi,WAR</i> | <i>The targets will be Set up two units</i> | | |
| | Ensure that clinics and health facilities operated by local government strengthen the capacity of communities to understand the link between gender based violence and HIV and AIDS. | NAC,NACA, DMSAC,schoolsNGO'S | <i>Structures already in place(beauty pageants)talk back</i> | <i>Conduct training in all constituencies in Gaborone</i> | 2010 | |
| | Facilitate the enhanced and co-ordinated provision of post-traumatic services and facilities by all stakeholders | S&cd,Council,NGO'S | <i>Counselling services are In all the council, clinics and s&cd centors(6)</i> | <i>A need for four facilities to be provided</i> | 2011 | |
| | Work with the police and communities in ensuring that cases of gender violence are reported and addressed. | Police, local authorities, VDC,Tribal admin | <i>The Council get the statistics on GbV from the Police on request</i> | <i>What are the targets? By how much should gender violence decrease over what period. Be reduced by 50% by end of 2015</i> | 2010 | |
| | Liaise closely with the | | <i>We are not aware if private</i> | <i>To enquire from the police</i> | 2010 | |

| FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE | | | | | | |
|--|---|---------------------------------|---|---|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| | police; ensure a private room/ victim empowerment unit at police stations; improve the services provided by the Police. | | <i>rooms our available in the Police station</i> | <i>station</i> | | |
| Support | | | | | | |
| To implement a plan and actions that supports survivors of GBV | Carry out an audit of safe houses. Education campaigns and educate them about their rights | Councillors and Voluntary NGO's | <i>We don't have anything in place</i> | Audit results GBV survivors and the entire community Education campaigns and educate them about their rights | 2010 | |
| | Commit council resources to strength and ensure sustainability of existing places of safety and establish some in places they do not exist. | | <i>Yes, the council has committed resources to support survivors of GBV, but the services is not adequate</i> | <i>Budget / resource allocation GBV survivors and the community supported</i> Provide Shelter and more counsellors | 2011 | |
| | Establish day care centres for the elderly to ensure their safety. | Council,NGO's | <i>There are day care centres but we do not know the statistics</i> | <i>How many centres to be established or supported</i> Provide more counselling facility in some of the wards in town which do not have day care centres | 2011/2012 | |
| | Ensure that women are economically empowered to reduce their vulnerability to gender violence. | | <i>Has the council embarked on any programmes to address this issue?</i> | <i>What kind of programmes will be embarked on</i> | | |

| FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE | | | | | | |
|---|---|---|---|---|---------------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| Coordination | | | | | | |
| To ensure that efforts to address GBV are conducted in a coordinated manner | Establish multi-sector coordinating structures to tackle gender violence. | GCC,PRO,K gosi,VDC,councillors,N GO'sYouth organs, Police | <i>No, multie Sectoral committee has been established to tackle gender based violence</i> | Establishment of multi-sector committee Quarterly Kgotla meetings Advert in every 6 months on national TV Education campaigns Hold Kgotla meetings Advertising, billboards | 2011/12 2010 | |
| | Strengthen relations with local police stations and ensure that cases of GBV are efficiently and effectively addressed. | GCC S&cd | <i>There is no relationship with the police to improve coordination of GBV</i> | <i>Reduce GBV by 10% every quarter</i> Request statistics on GBV from Botswana Police for analysis Who are mostly affected, male or female age group, type of GBV by location | 2011/12 | |
| Budget allocation | | | | | | |
| To ensure that Councils commit budget and resources to addressing GBV | Allocate budget and resources to addressing GBV Increase s&cd budget to accommodate GBV campaign need. | Councillors and staff | <i>There is no currently budget allocation for addressing GBV</i> | Budget allocation of x amount This action plan budgeted for an increase by 10% of s&cd budget | 2011/12 | |
| Monitoring and evaluation | | | | | | |
| To ensure that efforts to address GBV are monitored | Develop a set of targets and indicators to measure | Councillors and staff | <i>No, targets have not been developed</i> | The monitoring and evaluation having taken Place on GBV | 2011/2012 | |

| FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE | | | | | | |
|--|---|------------|-----------------|----------------------------|-------------|---------------|
| STRATEGIC OBJECTIVE | ACTION | WHO | BASELINE | TARGETS/ INDICATORS | WHEN | BUDGET |
| and evaluated | progress and ensure that these are mainstreamed into development plans. | | | | | |

Annex F: Message and slogans for gender based violence for Gaborone City 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 | Advice what steps to take ie counselling | Your partner, your pride, don't hurt | Kgotla, V.D.C meetings |
| Abused child | <ul style="list-style-type: none"> - Your dislike for abuse - Take to social workers | Stop child abuse | Bill boards, Radio |
| Abusive men / partner | <ul style="list-style-type: none"> - I understand your problem - Suggest a way of solving it ie social workers | Stop violence | Kgotla meetings, Bill boards, Radio, TV |
| Family/ Household | | | |
| Mother, father, guardian | <ul style="list-style-type: none"> - Tell them violence breaks families | Keep your family together, stop violence | TV, Radio, Kgotla meetings, bill boards |
| Parenting | <ul style="list-style-type: none"> - Tell the parent of the consequences of violence against children | Don't abuse, be a parent | TV, Radio, Kgotla meetings, bill boards, Emang Basadi |
| Community | | | |
| Community | <ul style="list-style-type: none"> - Make them aware it is illegal - Delays development | Love & Unity for development | Kgotla, radio, TV and bill boards |
| Schools | <ul style="list-style-type: none"> - Violence can ruin your future | Violence sucks | Youth organisations and programmes |
| Religion | <ul style="list-style-type: none"> - Make them aware that the public looks upon them for guidance | Spread the gospel; Violence is evil | Bill boards at churches |
| Sports | <ul style="list-style-type: none"> - Make them aware that sports is no longer luxury but business | United against violence | Adverts in newspapers |
| Society | | | |
| Political leadership | <ul style="list-style-type: none"> - Make them aware that | Say 'no' to violence, 'yes' for | Kgotla, freedom squares, political party |

| | | | |
|-------------------------|---|------------------------------------|---|
| | violence delays development | development | conferences |
| Criminal justice System | - Adopt international standard laws against violence and educate people | Justice delayed is justice denied | Kgotla, bill boards |
| Media | - Make them aware they are a nation builder | Enlightened nation, stop violence | Bill boards, adverts in news papers, TV |
| Culture | Make them aware that culture should be dynamic | A re chengchang, emisa kgokgontsho | Bill boards, adverts in newspapers, kgotla meetings and churches. |

Annex G: Official opening speech

Official Opening Speech

The Mayor of Lobatse Caroline Lesang officially opened the workshop on Gender and Local Government –Gaborone City Council i- 17th to 19th June 2010. By Gender Links and Botswana Association of Local Authorities Workshop (BALA).

Director of Ceremonies Let me begin by thanking the organizers, Gender Links and BALA, for inviting me to officially open this workshop. I personally feel very pleased to witness the implementation of these local government workshops becoming a reality, City Council to have availed themselves out of their busy schedule, this alone demonstrate their commitment on gender related issues.

Director of ceremonies let me remind you that this workshop is part of the study At the Coalface: Gender and Local Government in Southern Africa which was carried out in Botswana. In this study it has been revealed that Botswana need 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 Gaborone City Council has 35 councilors in all, out of which only 7 are women. "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 ". Currently through the elections held Atleast we were able have 3 women mayors and a woman as a deputy Mayor.

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 and these are some of the issues we need to understand properly in our planning processes

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

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 implementable work plans.

Annex H: Workshop evaluation for Gaborone City Council



EVALUATION FORM



Event: Gender & Local Government Workshop
 Date: 8, 9 & 10th of March 2010
 Venue: Boipuso Hall, Gaborone, Botswana

| | <u>EXCELLENT</u> | <u>GOOD</u> | <u>FAIR</u> | <u>POOR</u> | <u>VERY POOR</u> |
|---------------------------------|------------------|-------------|-------------|-------------|------------------|
| 1. PROGRAMME DESIGN | 8 | 13 | | | |
| 2. PROGRAMME CONTENT | 9 | 12 | | | |
| 3. DOCUMENTATION | 10 | 11 | | | |
| 4. FACILITATION | 5 | 11 | 3 | | |
| 5. GROUP WORK | 7 | 13 | 1 | | |
| 6. OUTPUTS | 5 | 11 | 4 | | |
| 7. OUTCOMES AND FOLLOW UP PLANS | 5 | 9 | 3 | | |
| 8. LEARNING OPPORTUNITY | 11 | 9 | | | |
| 9. NETWORKING OPPORTUNITY | 9 | 8 | 4 | | |
| 10. ADMINISTRATIVE ARRANGEMENTS | 5 | 12 | 3 | 1 | |

Comments

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

- Gender mainstreaming because I have the importance of including gender issues in our plans x2
- Group work on stereotypes because this is the crux of gender inequalities
- Gender based violence as it was a learning experience
- Gender equality and opportunity for all x2
- All sessions were useful as they teach one to work better with the constituents
- SADC Gender Protocol as it broadened our understanding on the role of SADC on gender and development
- Sex disaggregated data
- Group work because of team building
- Gender and governance
- Gender equality
- Localising plans to end gender based violence
- Key gender concepts as I was able to move away from the cultural norms
- Module 5

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

- Gender mainstreaming because I have the importance of including gender issues in our plans x2
- Group work on stereotypes because this is the crux of gender inequalities
- Gender based violence as it was a learning experience
- Gender equality and opportunity for all x2
- All sessions were useful as they teach one to work better with the constituents
- SADC Gender Protocol as it broadened our understanding on the role of SADC on gender and development
- Sex disaggregated data
- Group work because of team building
- Gender and governance
- Gender equality
- Every session was useful and relevant x2

3. How will you apply what you have gained from this engagement?

- By sitting with those who were not covered
- I will do my best to integrate women's special needs into my daily activities (plans and policies) at work
- By communicating what I have learnt with the people who elected me into power
- Sharing with the ward development committee and the constituents
- I will treat both men and women equally
- Share the knowledge with others especially GBV survivors to formulate policies that are gender
- Empowering women from grassroots. I will try to form a women's group that networks with other stakeholders
- Use the information when planning in my ward
- Network with other councils and government departments
- Networking with other institutions
- I will include it in my programmes during kgotla meetings so as to inform the electorate
- Include gender based violence in departmental activities
- Implementing the recommendations of this workshop
- I will call meetings in my ward and disseminate this information
- Sensitise the Gaborone City Council to mainstream gender issues in their various plans

4. Any other comments

- We always leave very late from the workshop
- Well done and keep up the good work x2
- The workshop was informative and educative x4
- There is need for more of these sessions x4
- It is important for those involved to pressurise the authorities to formulate policies that are gender sensitive
- There is need for follow up plans

- There is need for a second workshop before the end of the year x
- I would like this workshop to be run in other constituencies
- I would like these workshops to be held in our wards in collaboration with other stakeholder x2
- Local authorities should stand up and take a deliberate action to address issues of GBV.
- Change is leadership driven. I hope this will go a long way in addressing and formulating deliberate policy decisions geared towards assisting women.

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



CONCEPT PAPER

Southern Africa Gender Justice Summit and Local Government Summit and Awards

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

Synopsis

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

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

Context

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

Many local municipalities in at least seven countries, namely South Africa, Namibia, Botswana, Lesotho, Mauritius, Swaziland and Zambia have developed gender action plans where gender violence features as a key service delivery issue. Hence many initiatives to prevention gender violence have been adopted.

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

Background

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

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

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

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

Who

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

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

Why

The first Gender Justice and Local Government Summit aims to:

- Provide a platform to debate around local government approaches to preventing gender violence in local communities.

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

Outputs

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

Outcomes

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

Categories

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

More Information

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

For more information on the Summit contact:

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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 | |

