

# Gender and Governance

By Abigail Jacobs-Williams ~ Governance Manager



Rachel Mwela, Deputy Mayor of Kabwe has launched a clean up of a market centre under big tree, Zambia.

Photo: Colleen Lowe Morna



"The training that I received from Gender Links has actually made a great impact on me, because I think that as a female politician I have always felt that I need to be extra tough to be taken seriously. I am not a tough cookie at all, and I guess that there are some barriers that women politicians do face even though these may not always be visible. After the training, I went home and had a moment to reflect on my journey as a politician thus far. Politics is tough, but being a female politician I believe women bring in sensitivity and understanding that can be lacking in some of our male counterparts."

Councillor Vinolia Fortuin, Mossel Bay Municipality, Western Cape, South Africa. Read more on:

<http://www.genderlinks.org.za/article/vinolia-fortuin-2012-05-28>

# Gender and Governance Report Card

No of Centres of Excellence	Country	Bots	Les	Mad	Mau	Moz	Nam	SA	Swa	Zam	Zim	Total
	No	18	5	31	9	2	14	8	7	10	12	117
No of Events	Country	Bots	Les	Mad	Mau	Moz	Nam	SA	Swa	Zam	Zim	Total
	No	14	14	80	12	10	23	10	10	16	23	212
No of beneficiaries and budget	MALE			FEMALE			TOTAL			BUDGET		
	1845			2760			4605			R5,191,458		
How rated by beneficiaries in evaluations - average scores	Content	Design	Documentation	Facilitation	Group work	Outputs	Outcomes	Learning	Networking	Admin		
	89%	89%	90%	90%	88%	87%	86%	90%	88%	88%		
Outputs	Reports	Action plans	Books				DVDs					
	5	23	1- Mozambique ATC COE generic manual				1- GJLG Summit and Awards 2012 DVD					
Outreach	Website hits		Media mentions		Other events attended			No of MOUs with partners				
	7624		89		81			17				
Outcomes	<ul style="list-style-type: none"> <li>Gender and governance is now firmly on the agenda of local government.</li> <li>Ten SADC countries have detailed research and national strategies on gender in local government.</li> <li>Nearly 10% of the councils in the region, covering 22 million women and men, have committed to becoming Centres of Excellence for Gender in Local Government.</li> <li>Emerging evidence shows that the COE process is contributing to gender responsive governance, especially in the immediate localities.</li> <li>Nearly 500 best practices on gender in local government have been shared at the six national and three regional summits held to date.</li> <li>A team of gender champions and gender focal persons have been identified to carry the work forward.</li> </ul>											
Main risks	<ul style="list-style-type: none"> <li>Regression in women's representation at local level, currently at 23%, with stagnation or backward movement in recent local elections in South Africa, Lesotho and Zambia.</li> <li>Sustainability of gender champions and gender focal persons.</li> <li>Lack of resources to implement the activities of the COE process</li> <li>Delays in council functionality post local elections.</li> </ul>											
Lessons	<ul style="list-style-type: none"> <li>Registering local offices in the countries that we work in is very beneficial as we are then able to access in country funds that can allow us to not only sustain our work in country, but also cascade programme activities at local level.</li> <li>Local presence is crucial to ensure that we understand the local contexts and it is particularly beneficial having country managers in each country that GL works who know the languages, understand the contexts and are able to navigate sometimes-difficult terrains.</li> <li>Partnerships are important in ensuring buy-in to gender strategies and action plans at the local level, not only to ensure implementation of the action plans, but also the sustainability of the initiatives.</li> </ul>											
Innovation	<ul style="list-style-type: none"> <li>For the first time in 2012, GL piloting the in-country mini summit model. This increased participation by a factor of five and reduced cost per head by two thirds.</li> <li>Use of ICTS (such as skype) to manage long-distance operations.</li> </ul>											
How VFM is being realised	<ul style="list-style-type: none"> <li>The Governance Programme receives in-kind support from our partners. In many cases GL does not pay for catering, workshop venues, photocopying or the transport of councils and officials to workshops. For example in Mauritius, all the village workshops to take advantage of the new quota for women in decision-making are now being catered for by the government.</li> </ul>											



Abigail Jacobs-Williams ~ Manager



Justine Samuels ~ Intern

The gender and governance programme has grown out of several research and advocacy projects aiming to promote equal representation and effective participation of women in decision-making. The programme stems from a niche identified in local government- the sphere of governance closet to the people yet one under researched. The programme has grown into a regionally recognised programme that brings together GL's core programme work in holistic ways through the Centres of Excellence for Gender Mainstreaming in Local Government process.

The COE approach includes a unique blend of research and evidence, applied to strategies and action planning, with on-the-job capacity building and applied learning, vigorous Monitoring and Evaluation, affirming of good practise, and sharing of learning at the annual summits. Emerging evidence suggests that this is an effective and sustainable model.

Action plans are being strengthened through additional content and practise on climate change and sustainable development; care work and local economic development. GL is also strengthening the IT skills of councillors as part of the communications component.

Learning from the first phase has been incorporated in the second phase that has expanded the original six phases to ten phases. GL is on the verge of an exciting new phase - cascading the GBV indicators research to the local level to strengthen 3565 day local action plans to end GBV.

### Objectives

- Raise support for in-country Gender Justice and Local Government summits held in March each year, starting in 2012.
- Raise support for the roll out of the COE's to at least half of the 977 councils in the region by 2015, being the deadline for the achievement of the 28 targets of the SADC Protocol on Gender and Development.
- Popularise and enhance application of the SADC Gender Protocol through the village workshops that accompany the COEs and incorporating the Protocol targets into the local action plans.
- Test GBV indicators at the local level and use the findings to measure impact of gender and local government

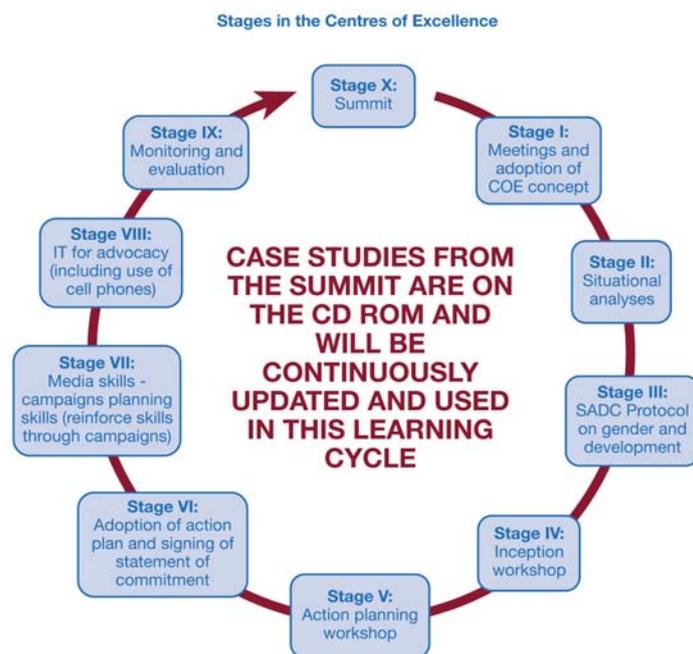


initiatives, as well as build up databases used to gauge the level of gender violence at national level.

### Activities

Following the initial phase of this programme that involved research, national level strategies and district level action plans, GL is now working with 143 local councils directly. GL aims to expand this to 300 by 2014 to cover about one third of the councils in the ten countries.

### The COE process



The COE process has expanded from six to the ten stages shown in the diagram. Key changes include:

- Content of the action plans broadened to include local economic development including care work (the unwaged work of women) and climate change.
- The strategic communications module now has a specific module on IT aimed at ensuring proficiency and capacity building in this area.
- The targets of the planning framework have been aligned to the SADC Protocol on Gender and development.
- Monitoring and evaluation is strengthened through administering scorecards at the beginning and end of the process. GL now proposes to strengthen this even further by monitoring the prevalence and attitudes towards GBV at the beginning and end of the process. The aim is to show that community by community the SADC Gender Protocol target of halving gender violence by 2015 can be achieved.

Key principles include:

- **Political support:** Getting buy-in at decision-making level.
- **Evidence-based approach:** Conducting situation analysis that is council-specific and helps to address the needs of that council.
- **Context specific interventions:** Conducting council-specific gender and action plan workshops that localise national and district gender policies and action plans.
- **Community mobilisation:** SADC Gender Protocol village level workshops that sensitise communities on the

provisions of SADC Gender Protocol, empowering them to hold their councils accountable.

- **Capacity building:** through on-the-job training with council officials and political leaders.
- **Application of skills:** Assisting councils and communities to apply these new skills through running major campaigns, for example the 365 Days to End Gender Violence; the 50/50 campaign. .
- **Monitoring and evaluation:** Administration of scorecards and other monitoring and evaluation tools that can be used to measure change in the immediate, medium, and long terms.

- **Knowledge creation and dissemination:** Working to gather and disseminate best practises, and case studies that are presented at the annual Gender Justice and Local Government Summit and Awards that provide councils and communities with a platform to learn from each other on how to empower women and end violence at the local level.
- **Cascading the COE's:** GL is working with local government associations across the region on innovative strategies for cascading the COEs, including working through gender focal points of the associations and peer support.

### Teamwork and dream work in Zambia

In Zambia, GL staff work from the offices of the Local Government Association of Zambia (LGAZ). The strong partnership that has developed demonstrates the mutual benefits of working with and through local associations.

In 2008, LGAZ developed a policy and action plan for women in local government but the organisation lacked resources and the relevant technical competencies to implement the plan. When GL came on board, the COE model provided possible solutions.

Addressing gender issues within local authorities answered questions on improved service delivery to the public. LGAZ saw GL as an important partner to work with especially in the area of gender mainstreaming in Local Government. Inputs made into the Zambia Coalface research also demonstrated that it would be mutually beneficial for GL and LGAZ to work together.

LGAZ CEO Maurice Mbombela says that the result of LGAZ and GL's collaboration there has been significant improvement in the way the organisation approaches and



LGAZ CEO Maurice Mbolela at the Zambia Gender Justice and Local Government Summit. Photo: Colleen Lowe Morna

addresses gender. One key example is the recent inaugural Gender Justice and Local Government Summit for Zambia.

There have also been some positive unintended outcomes. LGAZ staff have benefitted immensely from the information technology skills of the Zambia Programme Officer, Albert Ngosa. He assisted in rebranding the organisation's website. GL staff contribute to weekly LGAZ staff meetings. Team work in Zambia is making the dream work!

### The Gender Justice and Local Government Summits



# ANNUAL SOUTHERN AFRICA GENDER JUSTICE AND LOCAL GOVERNMENT SUMMIT



“365 days of local action to end violence and empower women”














[www.genderlinks.org.za](http://www.genderlinks.org.za)

GL broke new ground in 2012 with the hosting of Summits in six countries - Botswana, Mauritius, Namibia, Zambia and Zimbabwe before the regional Summit. This approach greatly expanded the reach and visibility of the work, enabling five times more participants to participate, expanding partnerships and raising the visibility, ownership and impact of the work in-country.

Item	2010	2011	2012		Total
			Country Summit	Estimated Regional Summit	
Total number of entries	109	124	350	110	460
Total number of categories	6	8	10	10	10
Total number of participants	200	231	703	280	983

The table shows that:

- The number of participants has grown from 200 in 2010 to 983 in 2012, as a result of the country summits.

### Local government weights in on gender and climate change

*Johannesburg: 25 April 2012* - Participants to the 2012 Gender Justice and Local Government Summit have urged SADC Heads of State to sign an Addendum to the Protocol on Gender and Development on Climate Change this August when they meet in Maputo, Mozambique.

The Addendum commits governments to acknowledge that climate change affects women most and therefore mainstream gender in mitigation and adaptation efforts. The 280 participants from ten Southern African Development Community (SADC) countries also signed a petition that will be presented to the region's leaders when they meet for the annual Heads of State Summit in Maputo in August.

Declaring that "climate justice equals gender justice" the participants said that the SADC Protocol on Gender and Development, which has 28 targets to be achieved by 2015, is "not comprehensive enough on matters of sustainable development. This issue has become increasingly pressing since the adoption of the Protocol in 2008. The Protocol is a living document that should respond to the needs and concerns of citizens at any given time."

Taking place against the backdrop of Earth Day and Green Office week, the summit demonstrated its commitment to "going green, going clean" through a panel debate, documents put on CD instead of being printed, and a memory box of "the world we would like to see by 2015." Participants conducted a paperless online evaluation and cyber dialogue.

Convened by Gender Links under the theme "365 Days of Local Action to End Violence and Empower Women" the Summit condemned in the strongest terms the gang rape of a young woman with a mental disability in Soweto on the eve of the summit. The gruesome incident, captured on cell phone video went viral around the world.

In a session on "Making IT work for gender justice" summit participants, who came from 44 municipalities around



- The number of entries has increased from 109 in 2010 to 461 (350 in country, and 110 at the regional summit; some winners from country summits and other lateral entrants from countries that did not have country summits).
- The number of categories has increased from six to ten.

The 2012 country and regional summits took up the theme of climate and gender justice, in the content and way of work (see excerpts from press release).

"Gender Links has vast experience in Gender Equality issues in the region and it has structures that reach out to the grassroots. There is no legitimacy that exceeds reaching out to local levels as this gives authenticity. Gender Links identifies with ordinary women on the street." - *Sifiso Dube, CIVICUS, judge at the Zimbabwe and regional Gender Justice and Local Government Summits.*

Southern Africa "took back the tech" by getting E Mail addresses, getting on face book and twitter, and learning how to create and disseminate their own content. "The Internet is used in unspeakable ways to violate the rights of women," participants noted. But it is a free space that we need to claim equally vigorously to promote women's rights.

During the IT session GL launched a journal on Gender, Popular Culture and Media Freedom with numerous examples from around the region of how new media and popular culture are being used in progressive ways.

At the opening ceremony on 23 April, the Minister of Women, Children and People with Disabilities, Honourable Lulu Xingwana commended the work being done through the Centres of Excellence for Gender Mainstreaming in Local Government.

She further pointed out that this is a significant task that SADC citizens have undertaken because the points of actual service delivery are at the very local and community level. It is therefore critical that issues of women's empowerment and gender equality are mainstreamed at this level.

The Minister of Local Government, Urban and Rural Development in Zimbabwe, Dr Ignatius Chombo added that he is "always gratified to learn of practitioners who have found a better way of doing the things that we do. Local Government is a dynamic field and if we are not innovating, then we are not serving."

Chombo said that the SADC Protocol on Gender and Development is a useful instrument aimed at levelling the playing field for women and men in development. He cited the examples of the Vice President and Deputy Prime Minister of

Zimbabwe who have been to the maternity ward and who still spend time in the kitchen without in any way impinging on their ability to handle their senior position in national and international matters.

## Cascading the COE's within each country

There are 977 councils in the ten countries that GL is working in. GL has set a target of reaching half these councils by 2015. GL has canvassed several avenues that for cascading the COEs. These involve working with and through the existing structures of local governments and councils through Training Trainers who would consist of:

- **Gender focal points**, where these exist, in provincial or district offices of local government associations;
- **Gender champions**, who have emerged from the first phase of COE work. By having gender champions that function within these councils it becomes possible and also easier to sustain the COE activities and hold partners accountable for ensuring the cascading and ownership of the COE process.

From mid 2012, the strategy for cascading the COE's will be reviewed to include:

- **Peer learning** amongst councils, both vertically and horizontally, as it is important for councils to be able to learn from each, use each other as resources as well as transferring skills from one council to another in light of the fact that each of the 10 countries are made up of so many councils. Although GL will not be able to reach all of these councils, each council can reach another through peer learning and should be advocating for peer educators to reach the other councils within the countries.
- **Twinning arrangements** between larger and smaller COE's. These details are being worked out within each country.

“Our reasons for partnering with GL are that this organisation is fighting for a good cause, and it is fast in action. GL works with us and not for us. They are always available when we are in need.”

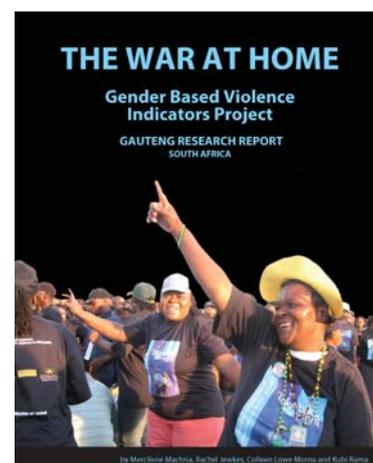
*Anooradah Pooran, Association Pour l'education Des Enfantes, Mauritius.*

## GBV indicators at the local level contributing to national surveys

GL is seeking funding in-country to run the GBV indicators research in each of the COE localities to strengthen the M and E component. The theory of change being tested here is that by instituting a holistic approach to gender equality at the local level that includes the empowerment of women and changing the attitudes of men,

gender violence will deescalate. This is perhaps the most important measure of the success of the COE process.

The added advantage is that if the full attitude/prevalence survey is administered in enough communities, this will add up to an overall national GBV prevalence survey. The research thus serves a dual purpose: understanding the specific dynamics at a local level as well as building up a national picture. For a national survey, there are other components of the research methodology that can be added: including media monitoring and political discourse analysis. The flagship tool of the research is, however, the prevalence/attitude survey. In Botswana (see GBV section)



## SUMMARY OF GL GENDER AND GOVERNANCE COE's JUNE 2012

COUNTRY	EXISTING COE's 2012	PLANNED COE 2012- 2013	TRAINING OF TRAINERS PLANNED	GBV INDICATORS	ELECTIONS in 2012
Botswana	23	6	Yes	Cascading from national to local	No
Lesotho	10	10	Done - work with Provincial District Gender Officers.	Possible -UNFPA	No
Mauritius	9	15	Yes, with gender ministry for upcoming elections.	Done- now need to draw up fact sheets for GBV action plans during cascading	Yes
Madagascar	31	31	Yes; 31 councils are willing to adopt 31 new councils.	No	Yes
Mozambique	7	6	No; process still in pilot stages.	No	No
Namibia	14	10	Yes; need to meet with gender ministry and include regional gender officers.	Possible, if additional funding secured.	No
South Africa	8	(Waiting on funds)	Possibly next year if funding is available. For now focusing on Limpopo as a pilot.	Limpopo will be a test case.	No
Swaziland	12	12	Yes - AMICALL - possible cascading of COE's to 55 rural Tikundla	Possible (UNICEF)	Yes
Zambia	13	7	Yes, possibility of working with new gender ministry.	UNICEF interested -possibly making money available through GIDD.	No
Zimbabwe	14	6	Yes (Sida)	Yes	Possible
<b>TOTAL</b>	143	103			
<b>GRAND TOTAL</b>	246	246			
<b>TARGET</b>	225	225			

For a national survey, there are other components of the research methodology that can be added: including media monitoring and political discourse analysis. The flagship tool of the research is, however, the prevalence/attitude survey. In Botswana (see GBV section) the research is being cascaded from national to local by WAD and UN agencies. The table shows that Zimbabwe will be the first country to pilot the GBV indicators from the ground up. Several other countries and UN agencies have shown a keen interest - for example Namibia, Lesotho, Zambia and Swaziland. Seychelles which does not have elected local government at the present time is another keen contender.

### Outputs

- Completed and launched good quality research reports for Madagascar, Mozambique, and Zimbabwe.
- Completed gender strategies for local government in Madagascar, Mozambique, and Zimbabwe.
- 90 participants (3 countries x 30 participants each) were trained as trainers at the launches and strategy workshops in Madagascar, Mozambique, and Zimbabwe. These women and men are part of gender mainstreaming movement that have identified the need to have gender built into policy, practise at local level, and have committed themselves to ensure that this happens in the councils they work and the communities they service.
- At the time of this report, GL had signed up 143 COE's; 103 had expressed an interest.
- GL developed a new generic COE Training Manual that is being customised to each country.
- New content on conflict resolution, Local Economic Development (LED), climate change and sustainable development, including HIV/AIDS and Care Work was added to the COE model and training materials.
- GL hosted two regional gender justice and local government summits and awards in 2010 and 2011. 2010: 103 award entries; 2011: 124 entries, 86 by women, 38 by men in 8.
- In 2011, winners came from nine countries: Botswana, Lesotho, Madagascar, Mauritius, Namibia, South Africa, Swaziland, Zambia, and Zimbabwe.

### Outreach

#### Direct

With 4605 participants ( 60% women and 40% men) the governance programme has the widest direct reach of all the GL programmes. This is to be expected given the size of the programme, whose indirect reach (population for each of the 143 councils) is 22 milion.

#### Media

From March 2011 - February 2012 the Governance programme appeared in the media 89 times.

#### New Media

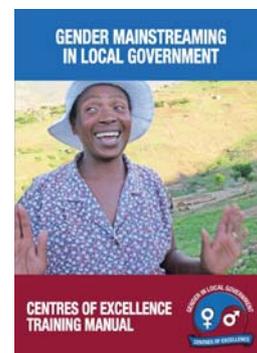
- Through stage eight of the COE model we empower councils to use the Internet during 16 Days cyber Participants also get an E Mail address, sign up on Facebook and Skype, Twitter and online petitions.
- Our new IT module on the use of mobile technology helps councils understand how they can use a tool that they use daily as an effective campaign tool to push their causes in a cost effective and practical way.

### Website

The Governance website stays current through routine website audits and through keeping the current COE pages that are innovative and interactive. From March 2011 to February 2012 the programme received 7624 website hits. This is expected to increase since the use of google map to locate all the COE's on the GL website and put up a report card on each.

### Publications

- Our new generic COE Training Manual has a CD Rom with country specific examples so that case studies and profiles are contextual and relevant to countries.
- The Mozambique research report *Género e Governo Local em Moçambique* is the most updated gender and local government research in Mozambique.



### Outcomes

Gender and governance is a GL niche. Through working at the local government level, the Governance programme has singularly put gender on the agenda of local government in Southern Africa, and is localising the targets of the Southern African Gender Protocol through the local-level gender action plans. Although most of the countries that GL works in are signatories to the SADC Protocol on Gender and Development, none have put any processes or activities in place to localise the Protocol. Through the citizen scorecard and SADC Protocol Village Level meetings, GL goes to the average citizen and measures their awareness of the Protocol as well as build their capacity around the Protocol.

When GL began research on gender and local government, the region had no figures or database on women's representation and participation in this critical sphere of governance. Now these figures are known, canvassed, and used for advocacy. Often we receive requests from individuals, organisations, and governments across the region to use or quote our research. GL's work in Lesotho contributed to the modification and retention of the quota for women in local government in 2011.



Cyber dialogues in Lesotho.

Photo: Trevor Davies

In Mauritius, GL is credited with the advocacy that led to a quota for women in local government in the 2012 elections, necessitating a constitutional amendment that

also makes way for Mauritius to sign the Protocol. Emerging evidence from the COEs shows how these councils are becoming more gender responsive in service delivery.

### Changing lives through gender responsive governance

This case study concerns verification of 15 Centres of Excellence for Gender in Local Government in Lesotho, Madagascar, Mauritius, Zambia and Zimbabwe (five of the ten Southern African countries where GL runs this programme). In total GL is working with 143 Councils, covering a population of 21, 414, 538 (about one fifth the population of the region), and plans to expand this to 300 by 2014 (about one third of all councils in the ten countries).

The theory of change underpinning the COE process, rooted in the GL research series - *At the Coalface, Gender and Local Government* (see <http://www.genderlinks.org.za/page/at-the-coalface>) is that having women in politics is not a sufficient condition for gender responsive and pro-poor governance. The COE's - see <http://www.genderlinks.org.za/page/centres-of-excellence> - involve a ten stage process in which a Council commits to develop, cost and implement a gender action plan using a Gender Score Card (GSC) to track progress with good practices shared at the annual Gender Justice and Local Government Summit. GL senior managers<sup>1</sup> conducted the verification ahead of the annual Summit, preceded in 2012 by six country summits<sup>2</sup> (see <http://www.genderlinks.org.za/page/gender-justice-and-local-government-summit-2012>). GL country managers who run the programmes selected a best case, typical case and "slow to start"<sup>3</sup> case in each country, as well as a council that is not yet a COE. The councils in the sample cover a population of nearly three million people: 12% in best case, 16% in typical and 72% in "slow to start" councils. The figures are, however, deceptive as the "slow start" category includes one council- Antananarivo - with a population of 2 million, or two thirds of the overall sample.

	No of people	Percentage
<b>Best case</b>	369, 666	12%
<b>Typical</b>	487, 031	16%
<b>Slow start</b>	2,132, 764	72%
<b>Total</b>	2, 989, 461	100%

The COE Verification Tool Kit describes the process and GSC in more detail.

The distinguishing feature of all the COE councils is that they have a gender action plan and the SADC Gender Protocol is well known; as the Mayor of Ivato Aeroport in Madagascar Rasoamiaramanana Goddefin put it: "Prior to the COE workshops the SADC Gender Protocol was unknown. Now we are aware of the 28 targets. We have found that the Protocol is a good instrument to work with to attain gender parity." In Chibombo, Zambia, a Council without a COE, managers said they had not heard of the SADC Gender Protocol: "In the rural areas you have to start with changing the attitudes of women, let alone the attitudes of men."

Generally the councils without COE's had lower scores as measured by the GSC (which includes 25 institutional and service delivery gender indicators) than those with no COE's. The best COE's score better than the "typical" and "slow to start" COE's. There are, however, exceptions that highlight the importance of quantitative and qualitative measures in assessing social change.

Verification reports on all the councils mentioned here can be found on the GL website. Compared to those that have not yet joined the programme or have been "slow to start", better performing COE's display various outward symbols of their commitment, like award certificates from summits in their council chambers. Gweru has created a gender resource room; Kapiri Mposhi has started renaming streets after women. Tangible and demonstrable changes include:

**Women taking leadership:** Women's representation in councils in the sample varies from 7% in Curepipe, Mauritius to 45% in Ramapepe, Lesotho. But across all COE's women reported higher levels of agency; as a women councillor in Ramapepe put it: "Life has changed dramatically since the GL COE process... as councillors we are now empowered to speak out to the community and raise crucial issues that impact on all areas of our lives - family life, land allocation use and gender violence."



**Rachel Mwelwa**, Deputy Mayor and gender champion in Kabwe, Zambia added: "Everything about me has changed. GL has advised women to wake up from the slumber and struggle to thrive. I now have the ability to do research and to be confident in everything I do. My motto is, yes we can, the time is now!" (see full profile at <http://www.genderlinks.org.za/article/rachael-mwelwa-2012-05-23>).

COE Councils cited several examples of ways in which women are being exposed to leadership opportunities outside political office, often contingent on elections that only happen every five years. Many COE councils have stepped up the appointment of women managers: Gweru now has 34% and Curepipe 40% women managers. Kapiri Mposhi, Zambia, has V-WASH water committees with a 50% quota for women. Beit Bridge, Zimbabwe, has seven-member borehole committees in which at least four members have to be women. In best performing Madagascar council Manjakandria women lead, or are the deputy heads of 10 of the 24 *fokontany* - the smallest local sub-unit.

<sup>1</sup> CEO Colleen Lowe Morna, COO Kubi Rama, Francophone Director Loga Virahsawmy, Governance Manager Abigail Jacobs-Williams

<sup>2</sup> Country summits took place in Mauritius, Zambia, Madagascar, Namibia, Botswana and Zimbabwe.

<sup>3</sup> GL hesitated to call these "worst case" examples as all are committed to the COE process, but some have taken off more quickly than others.

**Access to justice:** Like Chipembere in Chiredzi who often takes up cases of “justice denied” to women, Manjakandriana Mayor Eva Ravaloriaka organises mass weddings so that children of unmarried parents can get identity documents and paternal support.

**Access to productive resources:** A distinguishing feature of best performing councils is the extent to which they keep gender disaggregated data, and use this to inform strategies for eradicating poverty and empowering women, as illustrated in the example from Chiredzi.

**Women’s access to productive resources in Chiredzi in 2011**

	Total	No to women	% women
Housing	364	74	20%
Commercial stands	38	16	42%
Market stalls	500	310	62%

In Zambia where the government has passed a law giving women access to at least 30% of land title deeds, a distinguishing feature of COE's is that these have taken this provision to heart. In Kabwe, for example, GL met several women who had recently been given access to land as a result of the Council's gender policy. Kabwe is also assisting women to access finance through registering women's clubs, assisting them to open bank accounts, and linking them to credit providers like the Copperbelt Environmental Project.

**Gender benders:** COE councils cited several examples of women and men in non-traditional roles. In Kapiri Mposhi, a woman-owned business had won a road construction tender for the first time. Men are participating in council meetings on subjects once considered “women's issues.” Chiredzi and Gweru have formed women's soccer teams. Bietbridge is employing women drivers for the first time. Mayor Eva Ravaloriaka said that in Manjakandriana, “there is no male or female job.”

**Entrepreneurship:** Several of the councils visited, especially the best performers, gave examples of how they are supporting women entrepreneurs. Chiredzi has a targeted plan to help women from the “majarada” into informal trade, and informal traders into small and medium scale enterprises. Josephine Chavari, a single mother of two, described how, with the support of the Council, she has “graduated” from selling in the local market place to becoming a successful cross border trader who shuttles regularly between Chiredzi, Dubai and South Africa. She is also an active member of the local business women's association that supports widows, care givers and vulnerable children.

**Health, HIV and AIDS and Sanitation:** In Gweru, a male councillor proudly showed GL a partnership project with women in his high density Mutapa ward to provide private sanitation for poor families previously sharing facilities. Gender focal person Unity Jaji said as a result of the gender action plan, the Council kept open a maternal health clinic threatened by budget cuts; this is reducing maternal mortality in Zimbabwe's fourth largest city.

**Going green, going clean:** Mauritius capital Port Louis and Zimbabwe border town Biet Bridge lead the way on gender and climate justice. Port Louis is undertaking a vast green project in which women constitute 90% of the change agents. In Beit Bridge, Deputy mayor Pat Ndlovu leads the “going green, going clean campaign” in which garbage is collected at central refuse points and sorted by poor women who are turning plastic into soap; cans into trinkets, and paper into building boards.

**365 days of local action to end violence:** While non-COE councils still struggle to understand the role of local government in ending violence, all COE councils have flagship projects to end GBV and point to tangible evidence of what is possible. Curepipe, best performing council in Mauritius is the only locality with a 24 hot line that provides support and helps to pre-empt atrocities. Kabwe and Kapiri Mposhi have set aside budgets for street lights and clearing of empty fields in areas with a notorious reputation for gender violence. Gweru has turned 90 dangerous empty spaces into gardens, 80% run by women, many of whom are HIV positive. Mavis Ngwaru, one of the gardeners, is a grandmother caring for eight AIDS orphans. “This project is reducing violence and feeding our families,” she said.



From killing fields to vegetable gardens: Mavis Ngwaru cares for eight AIDS orphans from her patch in Gweru, Zimbabwe. Photo: Colleen Lowe Morna

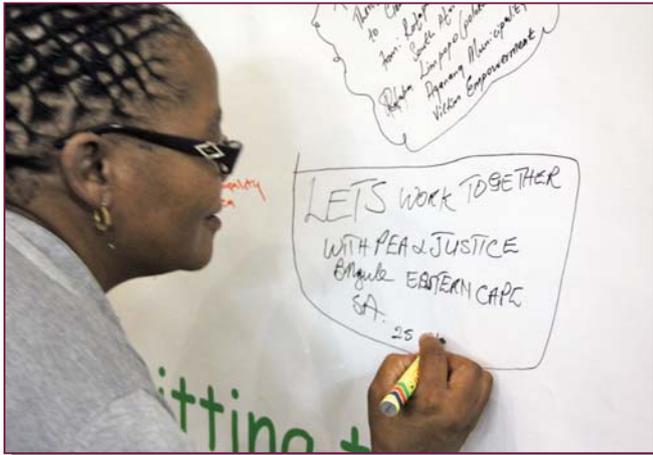
**Key barriers and success factors**

The verification showed that there is little correlation between the proportion of women councillors and performance as measured by the GSC. For example Curepipe has 7% women councillors, but a GSC of 82% while Ramapepe has 45% women and a GSC of 55%. What the analysis shows, however, is a strong correlation between having political gender champions - like Chipembere, Mwelwa and Ravaloriaka - and strong performance.

Where these champions work closely with officials - like Owen Gwasira in Chiredzi who won a summit prize for his work on GVB - see full profile <http://www.genderlinks.org.za/article/owen-gwasira-2012-05-23> - this makes for even stronger performance. Councils slow to start, like Antananarivo, blame bureaucratic inertia, but that in turn often reflects the lack of a strong gender champion. Another important lesson is that these champions may indeed be men. In Curepipe former Mayor Sik Yuen led from the front on GBV, winning an award at the 2010 Summit, and going on to become Minister of Tourism. His successor Mayor Sunil Kumar Beedassy is now the council's gender champion.

- Excerpt from Gender and Local Government Verification Report

## Next steps



Boniswa Ngule at the Gender Justice and Local Government Summit in Johannesburg, March 2012. Photo: Trevor Davies

- Raise in-county support for the roll out of the COE's to at least half of the 977 councils in the region by 2015.
- Popularise and enhance application of the SADC Gender Protocol through the village workshops that accompany the COEs and incorporating its targets in the local action plans.
- Test GBV indicators at the local level and use these to measure the impact of gender and local government

initiatives, as well as build up data bases that can be used to gauge the level of gender violence at national level. This information is vital for measuring the extent to which countries and communities reach the SADC target of halving gender violence by 2015.

- Identify ten gender champions in each of the ten initial councils and train them as trainers to cascade the COE model.
- Secure in country funding in fully registered countries to cascade the COE model to other councils.
- Strengthen partnerships with local associations, ministries and other key local government stakeholders that will ensure ownership of the COE processes in each of the countries that GL works.
- Cascading the COE process down to at least 100 councils. Ensuring ownership of the process through local associations and key partners.
- Ensure that gender is mainstreamed in local councils, with flagship programmes on gender violence, HIV and AIDS, care work, economic justice, and climate change.
- Develop and maintain local level Monitoring and Evaluation tools used to measure change.
- Gather good practises for the in country and annual regional Gender Justice Summit to be combined with the media next year.

## South Africa local government work poised for take off



Thoko Mpumwana, GL Board Member



Ntombi Mbadlanyana, Country Manager, South Africa

How do you work effectively across nine provinces and 100 million people? Since the start of GL's local government work in South Africa this has been a challenge.

GL's strategy has been to keep a line open with the South African Local Government Association (which frequently faces funding challenges) but also look out for funding sources of its own. At the time of writing, GL had been invited to a second round application process for the highly competitive UN Gender Equality Fund solely for the work in South Africa on gender and local government.

In the year ahead, GL will focus on the Western Cape, Limpopo and Gauteng where its COE's are based. GL will test the idea of integrating GBV indicators into COE work

in Limpopo where the survey is being undertaken amid GL's COE's. Public education and awareness continues through the COE process - see example below.



"What I realised is that I had a stereotype of who an abused person was, and during the workshop it "hit" me, that men too can be victims of GBV. But this took a while to sink in, because we do not see men as victims of GBV, men are tough and strong and men do not cry and ask for help. This made me realize that there could be plenty of men within my community who may actually be victims of GBV, but perhaps they are also very scared to come out in the open. If I had not attended this workshop with GL I do not think I would have actually made that connection at all." *Mark Mentoor, Witzenberg Municipality, South Africa.* Follow link to read more; <http://www.genderlinks.org.za/article/mark-mentoor-2012-05-28>



Mark Mentoor