

## REPORT

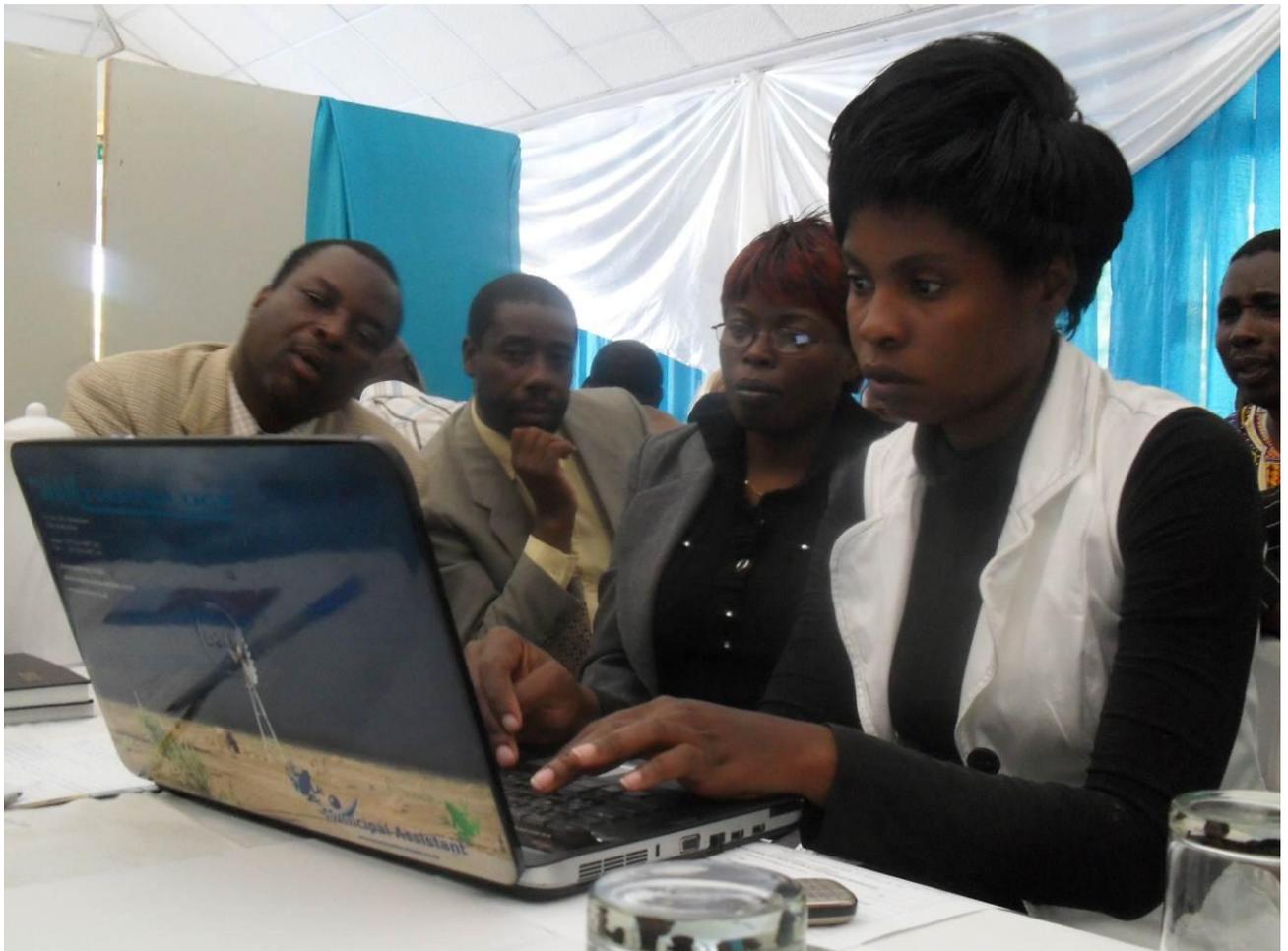
### CENTRES OF EXCELLENCE STAGE FIVE CONSOLIDATION WORKSHOP

**Country: Zimbabwe**

**Council: Beitbridge Town Council**

**Dates: 21 June 2012**

**Venue: Express Holiday Inn Beitbridge**



**Participants developing the GAP at the Beitbridge COE**

**Photo: Tapiwa Zvaraya**



**UCAZ**



**ARDCZ**

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## Executive Summary

This is a report on the proceedings of the Centres of Excellence for Gender Mainstreaming in Local Government stage five workshop held on 21 June 2012 at the Beitbridge Holiday Inn, with Beitbridge Town Council.

*The purpose of the programme was to:*

- Introduce the new modules that had been included in the new COE process i.e. HIV/AIDS & Care Work, Local Economic Development & Gender, Climate Change & Sustainable Development.
- Integrate the new modules & align the already existing action-planning framework into the new action-planning framework.

See the full workshop programme attached at **Annex A**.

Over the two days, the workshop was attended by council officials, councillors, representatives from the Ministries of Education and Women Affairs, ZRP and Beitbridge Residents Association. In total 26 participants (15 men and 11 women); see **Annex B** for the full workshop participants list.

The Beitbridge Town Council Gender and Gender Based Violence Action Plan that the participants produced is attached at **Annex C**.

The participants evaluated the workshop as having been helpful and enlightening workshop. A summarised version of the evaluation forms is attached at the end of this report as **Annex D**.

## Welcome & Opening

The council Deputy Chairperson, councillor Pat Ndlovu, gave opening remarks welcoming everyone to the workshop highlighting that Beitbridge was now home. She stated that the council was very gender sensitive. In addition she was pleased to announce that Beitbridge was one of the cleanest towns in Zimbabwe. This has been necessitated by the clean-up campaign that the council undertook. She encouraged the total participation of participants so as to produce a well polished action plan. She was also happy to see that there was a fair balance in the composition of both men and women.



**Councillor Pat Ndlovu giving opening remarks at the Beitbridge COE  
Photo: Tapiwa Zvaraya**

## Making Care work Count in Local Government

### Definition of Terms

#### Primary Care work

Participants defined care work as a voluntary service within the community or family set-up. The general consensus was that women are mostly engaged in care work in Beitbridge.

#### Secondary Care work

Participants highlighted that Secondary Care-work was care provided by community home based care programmes and people who are specialised to do that kind of work. These include NGOs and private hospitals.

## **Beitbridge Town Council's Care-work Initiatives**

Care-work initiatives were being undertaken by NGOs and Community Based groups such as MSF, Family Support and IOM with whom council has MOUs. These organisations are offering in-kind support to care givers as well as running income generating projects for care givers and people receiving care.

Beitbridge Town Council does not have a care-work policy, though council plays a facilitating role in care work. Council replenishes care givers kits through their health officers who undertake this function. The Ministry of Education was offering HIV/AIDS education in their syllabi from grade four up to form one. Participants felt however that government ought to remunerate care givers.

## **Men & Care Work**

Discussions were held on the importance of care giving by men. Generally women had the onus of giving care. It was imperative that men took on the responsibility as well. The reason why men highlighted that they did less of care work was that they tended to be tending to the cattle since the town is in a naturally dry region thus agriculture is mainly based on the rearing of animals.

## **Gender & Local Economic Development**

### **Definition of Terms**

#### **Local Economic Development**

Participants defined Local Economic Development (LED) as a process in which partnerships between local governments, community-based groups and the private sector are established to manage existing resources to create jobs and stimulate the economy of a well-defined territory.

#### **Beitbridge Town Council's LED Initiatives**

Beitbridge is undertaking LED programmes meant to benefit the community. The council has erected formal trading structures for informal trading. These are mostly used by women. On the procurement front, council is also promoting local manufacturers so that they can supply goods like floor polish. Council is in the process of reviewing its procurement policy thereby making it gender sensitive.

In terms of land tenure council is trying to make sure that there is a balance between the men and women who get stands, though the major challenge is that council faces resistance in cases where they want to allocate "one stand to one family" practice because most of the couples will have stands prior to marriage and they would not

want to be denied the right to own a stand as a couple despite the fact that they had their stands before marriage.

Ironically 75 percent of women in Beitbridge owned houses, though this is attributed to their own efforts to acquire accommodation. Participants highlighted that the housing problem lay



**Beitbridge Treasurer Reason Somakiwa stressing a point during the Beitbridge COE workshop Photo: Tapiwa Zvaraya**

within the National Housing framework which they alluded needed to be reviewed. Participants also highlighted that there was need for council to regularise its housing forms.

### **Barriers to Women's Economic Participation**

Participants highlighted the following as some of the barriers to women's economic participation.

- Socialization and culture that are perpetuating stereotypes.
- Fewer opportunities for education resulting in limited access to information.
- Multi-tasking as women bear the brunt of a lot of work.

### **Gender, Climate Change & Sustainable Development**

#### **Definition of Terms**

##### **Climate Change**

The group defined climate change as the changes in weather patterns caused by human activity. This is mainly caused by the depletion of the ozone layer due to carbon emissions, indiscriminate fires and deforestation.

##### **Sustainable Development**

Participants defined sustainable development as development that is continuous over a long period of time.

##### **Beitbridge's Climate Change Issues**

Beitbridge Town Council had also been encountering climate change effects particularly micro-climates-rainfall distribution patterns and very high temperatures in summer.

To reduce the effects of climate change, Beitbridge embarked on the "Greening Revolution". The council is replacing trees that are being cut down indiscriminately as a result of housing development. They are also encouraging households to plant trees.



**Participants developing the GAP at the Beitbridge COE**  
**Photo: Tapiwa Zvaraya**

In terms of river sand for housing, council has designated areas for sand extraction. These are mainly silted rivers in the town. The sand extraction sites are registered with the Environmental Management Agency (EMA).

#### **Outputs**

Beitbridge Town Council Draft GBV Action Plan.

#### **Closing Remarks**

Councillor Molawo gave closing remarks highlighting that it was imperative that the Gender Action Plan be put into action so that the gap between men and women in terms of

employment is bridged. He thanked everyone for their participation which resulted in the success of the workshop. He encouraged GL to continue with the good work and to extend the programme to all councils in Zimbabwe.

## ANNEXES

### Annex A: PROGRAMME

DAY/TIME	ACTIVITY	WHO
<b>DAY ONE:</b>		
8:00 – 8:15	Registration	GL
8:15 – 8:30	Introductions	Beitbridge Town Council
8:30 – 8:45	Opening	Mayor/GFP
8:45 – 9:15	Objectives <ul style="list-style-type: none"> <li>To provide background and agree on objectives for the workshop</li> <li>To develop guidelines of participation</li> </ul>	GL
<b>Gender &amp; HIV/AIDS &amp; Care Work/ Gender &amp; Local Economic Development</b>		
9:15 – 10:15	Gender & HIV/AIDS & Care Work	GL
10:15 – 10:45	<i>TEA</i>	
10:45 – 11:45	Gender & Local Economic Development	Group
<b>Gender, Climate Change &amp; Sustainable Development</b>		
11:45 – 13:00	Access, participation, transformation, transformative leadership: At the Coalface: Gender and Development	GL
13:00 – 14:00	<i>LUNCH</i>	
14:00 – 17:00	Action Planning Framework	Group
17:00	CLOSURE	
<b>DAY TWO:</b>		
8:00 – 13:00	Action Planning	Group
13:00 – 14:00	Lunch	Group
14:30 – 15:00	Action Planning	Group
15:00 _15:30	Feedback	Group
15:30- 16:00	CLOSURE	

**ANNEX B: ATTENDANCE LIST  
BEITBRIDGE TOWN COUNCIL COE STAGE FIVE (CONSOLIDATION)**

**Date: 21 JUNE 2012**

**Venue: HOLIDAY INN, BEITBRIDGE**

<b>NAME</b>	<b>SEX M/F</b>	<b>ORGANISATION</b>	<b>DESIGNATION</b>	<b>PHONE</b>	<b>E MAIL</b>
R. Ndou	M	Beitbridge Town Council	PR & Dev Officer	00263774337445	<a href="mailto:ranieln@gmail.com">ranieln@gmail.com</a>
A. Chikara	F	Beitbridge Town Council	Student Secretarial Studies	00263773542412	<a href="mailto:annastanciachikara@gmail.com">annastanciachikara@gmail.com</a>
H. Siphuma	F	Beitbridge Town Council	Personal Assistant	00263772847138	<a href="mailto:hsiphuma2010@gmail.com">hsiphuma2010@gmail.com</a>
P. Muchena	M	Beitbridge Town Council	Enviro Health Officer	00263772387418	<a href="mailto:muchenapio@yahoo.com">muchenapio@yahoo.com</a>
M. Muleaya	M	Min of Education	Education Inspector	00263772460823	
B. Nyathi	M	Beitbridge Town Council	Chairperson	00263777647642	
T. Ndhlovu	F	President's Office		00263772819180	<a href="mailto:chichimandlo@yahoo.com">chichimandlo@yahoo.com</a>
P. Ndlovu	F	Beitbridge Town Council	Councillor	00263773040982	<a href="mailto:talullarjoy@gmail.com">talullarjoy@gmail.com</a>
E. Maphosa	M	Londani Project		00263774115950	
S. Molao	M	Beitbridge Town Council	Councillor	00263772259957	
L. Ndou	M	Beitbridge Town Council	Councillor	00263772548053	
W.W. Mutasa	M	Beitbridge Town Council	Councillor	00263774015952	
D. Dzokuvosa	m	Beitbridge Town Council	Councillor	00263772942792	

T. Sibanda	F	Min of Youth	P.O	00263775234684	
F. Maturure	F	Min of Women Affairs	Exec Assistant	00263773213820	
E. Gogodo	F	Min of Local Gvt		00263772393173	
P. Sinandima	F	ZRP	Victim friendly unit	00263773378376	
T. Rakatsinzwa	F	ZRP	Victim Friendly Unit	00263773893401	
M. Muleya	M	Beitbridge Town Council		00263772658430	<a href="mailto:mmuleya@gmail.com">mmuleya@gmail.com</a>
R. Somakiwa	M	Beitbridge Town Council	Treasurer	00263772400871	<a href="mailto:reesoms@gmail.com">reesoms@gmail.com</a>
N.L Tshili	M	Beitbridge Residents Assoc	Chairperson	00263775915579	
N.Singo	M	Beitbridge Business Assoc	Prog Manager	00263779628084	<a href="mailto:nelsonsingo@rocketmail.com">nelsonsingo@rocketmail.com</a>
S. Moyo	F	Beitbridge Residents Assoc	Vice chairperson	00263772816243	
T.A. Zvaraya	M	Gender Links	Intern	00263773955517	<a href="mailto:zimbabweintern@genderlinks.org.za">zimbabweintern@genderlinks.org.za</a>
P. Maposa	F	Gender Links	CF	00263772735722	<a href="mailto:zimlocalgvt@genderlinks.org.za">zimlocalgvt@genderlinks.org.za</a>

#### **Statistics by Gender**

<b>Male</b>	15	57.7%
<b>Female</b>	11	42.3%
<b>Total</b>	<b>26</b>	<b>100%</b>

## Annex C: ACTION PLAN

### BEITBRIDGE TOWN COUNCIL GENDER PLANNING FRAMEWORK

The fields to be completed are:

- **Why** - What is the objective; starting point, answer the questions?
- **What is the indicator** –How will progress towards achievement of this target be measured; for example percentage increase in women’s representation.
- **What is the action** – What needs to be done for the target to be achieved?
- **Who** –Which department/s unit/s is responsible of the action?
- **When** – What is the timeframe in which this action should be completed?
- **Budget** – What financial resources are required for this action to be completed?

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<b>GENDER POLICY FRAMEWORK</b>								
Increase council’s level of awareness around national, regional, international commitments that	<i>What is the current level of awareness?</i>  Training and	Laws and policies are accompanied by public awareness campaigns to demonstrate link	Achieve 50 % women councillors.	Councils should have standard training on national, regional and international commitments made by the country at	50% women councillors	WAG; GL; GFP	2013	3000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
the country has made especially the SADC Protocol on Gender and Development and the National Gender Policy	Awareness Workshops by the listed Organisations.	between equal representation participation of men and women to democracy, good governance and citizen participation.		each induction session of new staff				
Ensure that there is a gender policy in the council and it is implemented.	<i>Has a gender policy framework been drafted and approved.</i> Yes	Laws and policies put in place to enable women to have equal opportunities with men to participate	Council to have a Gender Policy.	Advocate for the development and implementation of a gender policy for the council.	An approved Gender Policy.	GFP; Cllrs; GL	2012	3000
Gender issues are given a high political profile by the Council and has a political champion	Council has a Gender Champion		Trained Councillors on Gender issues.	Provide training for key councillors on gender issues to ensure that gender issues are championed by key politicians.	Three trained councillors .	Cllrs, HR Dpt.	2012	1000
<b>GOVERNANCE</b>								
<b>Representation</b>								

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
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.	<i>What is the % of women councillors in the municipality?</i> 12,5%	At least fifty percent of decision-making positions in public and private sectors are held by women; affirmative action measures in effect.	50% Women representation in Council	Ensure that there are equal numbers of women and men councillors in the council through advocating for 50/50 quota	At least four women councillors added.	Policy Makers;  Political Parties	2015	
To ensure that women are equally represented in leadership positions in the Council.	<i>What proportion of women councillors are there in leadership positions in Council, e.g. as chairs of committees?</i> (75% 3 women chairpersons to 1 male chair)	Policies, strategies, and programmes for building capacity of women to participate effectively through leadership and gender sensitivity training and mentoring.	Increase in the number of women in Leadership positions.	Compile and update statistics on women in leadership positions in local government including management and other committees.	At least 50% women occupying leadership positions.	HR Dpt;  GL;  Politicians; Council	2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To educate communities and raise awareness about the importance of women's equal representation in local councils	<i>Has there been a 50/50 campaign or any other awareness raising on women's equal participation?</i>  Voter Education Workshops held.	Legislative measures and public awareness campaigns to emphasise that women's representation and participation are an important component of democracy and good governance.	-Women being equally represented in Local Politics  -Host sensitisation programmes and hold dialogues that address the causes of 'pull her down' syndrome to promote better understanding of this phenomenon	-Raise awareness in communities on the importance of women being equally represented in local politics and the importance of voting for women.  - Training Workshops in the Empowerment of women.  Increasing the number of women foras.	To hold one workshop per quarter.	Cllrs; Community Leaders;  GL;  Politicians;  WAG	2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<b>Political participation</b>								
To increase participation by women because their concerns are often sidelined or overshadowed by political party concerns.	<i>Is there a multi party women's caucus? Not yet.</i>	Policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	Women taking roles in political dispensations.	Conduct to elevate status of women .	Once per quarter	GL, WAG, MWAGCD	2013	
	<i>Has any networking been done with other women's caucuses? Yes.</i>		Improved women communication and participation in all levels.	Create emails for women councillors to facilitate in networking with other peers.	Once per quarter	GL; WAG; MWAGCD	2013	
To empower women councillors to advocate for gender equality	<i>Has there been a skills audit? What kinds of skills exist?Yes</i>	Policies, strategies and programmes for building the capacity of women to participate effectively through leadership and gender sensitivity training and mentoring.	Having an up to date database	Conduct a survey to determine skilled women.	An improved way of conducting council business	GL; WAG; MWAGCD	2014	
	<i>What training has already been done? Induction courses for all</i>		Efficiency in running Council	Induction programmes for new councillors with follow up refresher	An improved way of conducting	UCAZ; ECAZ;	2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	cllrs		Business	courses.	g council business.	Council; GL		
To empower men on gender issues and mobilise their support.	<i>What training has already been done – how many men participated?</i> Awareness Campaigns and - Workshops on Gender issues.	Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	Both men and women participating equally in jobs and activities done.	Host gender training workshops for male and female councillors and officials.	At least three workshops were done.	GL; WAG; MWAGCD	2014	
	<i>Have any dialogues with male Cllrs been held? Yes</i>			Host monthly gender dialogues with male councillors and officials.	At least 36 workshops by 2015.	GL; Council; Politicians; NGOs	2015	
<b>Public participation</b>								
To ensure that women and men participate equally in local government and community	<i>What is the representation of women and men in ward committees? 1/8,</i>	At least 50 percent of decision-making positions in public and private sectors are held by women; affirmative action	Increase in number of women in local leadership.	Conduct ward meetings and unite motivational speakers for women.	1 woman to 8	NGO, Council, Politicians, Churches.	2014	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
matters	12,5%	measures in effect.						
	<i>Are there gender disaggregated statistics on the consultative meetings? Yes</i>	Women and men participate equally in all governance structures.	Development committees chaired and dominated by women	Engage both men and women in local governance.	At least 50% women and men.	Council, UCAZ, Min WA, WAG, GL	2014	
	<i>Have any workshops been conducted with men's groups? Very few, but mostly jointly.</i>	Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	Awareness campaigns being led by women.	Participants both men and women in meetings and workshops.	At least one meeting every quarter.	Council, UCAZ, Min WA, WAG, GL, NGOS, Community meetings.	2014	
<b>PLANNING</b>								
To ensure that targeted planning and service delivery takes place in the council women are consulted equally in policy-making	<i>Is the Council's strategic plan gender aware? Yes, council have adopted a gender policy.</i>	Women participation in policy documents and development programmes.	Inclusion of gender issues in all council workshops and Planning	Ensure strategic objectives of the Council explicitly mention gender.	Three strategic workshops were held.	Council; GL; MWAGCD; WAG	2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
processes.								
To ensure that women are consulted about their needs when drawing up Council plans.	<i>Has the gender desk been involved in the strategic planning process? Have the views of women and men been taken into account in the plan?</i> Yes.	Equal participation of women and men in policy formulation and implementation of economic policies.	To reach a 50% women participation in all decisional making processes	Ensure targeted gender planning and service delivery takes place in the council	At least 50% women participation.	Council; GL	2015	
<b>MAINSTREAMING GENDER INTO EXISTING PROGRAMMES</b>								
<b>Local economic development – The economy and job creation</b>								
To facilitate access to equal employment	<i>Is there gender disaggregated data on jobs created through</i>	Equal opportunity: ensure that women and men have an equal chance to	Increased number in all range of jobs.	Recruitment policy document should be followed and should	At least 50% of both to equal	Council, GL, WAG. BBA.	2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
opportunities	<i>Council activities?</i> Yes, more women employed in cleaning and greening of the town.	participate in and implement economic decisions and policies.		cater for women.	employment opportunities.			
To provide gender aware support to the informal sector	<i>How gender aware is council assistance to the informal sector?</i> Most people doing informal trading are women.	Trade and informal sector: adopt policies and enact laws, which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship; take into account the contribution of women in the formal and informal sectors.	More women in informal sector business.	Informal sector committees to include more women in leadership roles.	At least 50% representation of women in leadership roles.	Council, GL ,WAG, BBA.	2014	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To ensure that women and men have equal access to financial resources	Does the Council have any financial schemes or influence over any financial schemes to assist LED? Are these gender aware? Does Have influence.	Policies and laws that determine access to, control of, and benefit from productive resources by women in order to ensure that women have equal access and rights to credit, capital, mortgages, security and training as men.	Women starting new businesses .List of female council employees accessing loans.	Create facility for female to access loans in banks. Coordinate with financial firms to lend female informal traders e.g. flea markets. Vendors to access loans.	At least 50% both sexes should access loans.	Council, BBA, GL, SEDCO, WAG, SNV, ILO.	2013.	
To ensure that women and men have equal access to new technologies for improving the efficiency of their enterprises.	Does the Council have any technology schemes or influence over any technology schemes to assist LED? Are these gender aware? Yes, training have been done.	Ensure that women and men have access to modern, appropriate and affordable technology and support services.	To educate 100 women per quarter on waste separation and reuse at household level so that recycling can be a source of revenue.	Create a forum for engaging with the community on environmental health issues and ensure that women and men are equally represented and involved in for e.g. the management and disposal of waste and introduce recycling	400 men and women trained at the end of 2011.	Dept of environmental health; cllrs; Community	Sept 2011	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<b>Procurement</b>								
To ensure that women benefit equally from the procurement processes which they have historically been excluded from.	<i>What proportion of Council tenders over the last year went to women? Is there a policy and or point system in place to redress gaps?</i> No policy, no tenders won by women.	Women benefit equally from economic opportunities, including those created through public procurement policies.	Increased numbers of women participating in tendering and procurement activities	To ensure the council has a procurement policy that sets a target for increasing the number and value of contracts received by women.	50% chance of women benefiting in tenders.	Council; GL; MWAGCD; WAG	2015	
<b>CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT</b>								
Ensure that the council understand the effects of climate change and they address the effects through instilling measures to address the negative impact of climate change	<i>Has there been a gender aware audit done of climate change and its effects and or likely effects?</i> Awareness done in words. Women involved in planting grass	Laws and policies: review all policies and laws that determine whether women can access, control, and benefit from, productive resources.	Women participating in activities mitigating climate change policies in place for equal access and employment.	Create forum for participation by women.	Women involved in projects negative impact on climate change.	Environmental healthy	2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	and trees.							
To involve women, as key stewards of the environment, in environmental preservation	<i>Are women involved in drawing up policies and plans for "going green"</i> Yes Vice chairperson. Cllrs have planted own trees along high way as away of encouraging "going green"	Equal participation of women and men in policy formulation and implementation of economic policies.	Women having a say in policies.	Employment of women.	Women involved in project.	Environmental healthy and Admin	2012	
To involve women in projects and green business ventures, e.g. waste management.	<i>Are there any green business ventures?</i> Recovering of reuse of waste.	Women benefit equally from economic opportunities, including those created through public procurement policies.	Active participation of women.	Affording women opportunities for waste recovery.	Projects punch as "cobra" floor polish making.	Environmental healthy, banks, NGOs and Government.	2012.	
To take into account the needs of women in	<i>How gender aware is existing disaster</i>	Policy measures to ease the burden of the multiple roles	Involvement of women in	Encouraging equal participation in	Equal response by women	Environmental healthy,	2012.	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
emergencies and disasters	<b>management plans?</b> Nothing has been done.	played by women.	roles.	emergencies.	and men.	Admin.		
<b>INFRASTRUCTURE</b>								
<b>Housing</b>								
To promote the equal rights of women to land tenure	<i>What proportion of stands (ERF's) are owned by women?</i> 50%	<b>Collect and analyse baseline data</b> against which progress in achieving targets will be monitored.	To increase the allocation of stand to women by 30%	The council to keep up to date sex disaggregated data on title deeds.	At least 30% allocation of stands to women.	Dept of Housing	Dec 2011	
	<i>Do any policies exist to ensure women's access to land tenure?</i> Currently the allocation of stands was done through the waiting list regardless of sex	<b>Laws and policies:</b> review all policies and laws that determine whether women can access, control, and benefit from, productive resources. Especially with regard to • Water and property rights;	Allocate stands on a 50/50 basis	The council has taken steps to ensure that women benefit equally from land and housing opportunities	At least 50% allocation of stands to both sexes.	Cllrs & council staff; dept of housing	Dec 2011	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		<ul style="list-style-type: none"> <li>Land tenure;</li> </ul>						
To women's equal access to housing.	<i>What kind of consultation process exists in residential design?</i> Both men and women interviewed for stand allocation.	<b>Laws and policies:</b> review all policies and laws that determine whether women can access, control, and benefit from, productive resources.	Waiting list for both women and men.	Both women and men are interviewed when stands are allocated to determine the need.	50% equal access to housing.	Council, GL.	2012	
<b>Water, sanitation and electricity</b>								
To ensure that women, who are disproportionately affected by inadequate service delivery, are provided with affordable access to basic services	<i>What services are currently being provided and at what cost?</i> Presently there are houses which do not have access to water and sewerage reticulation and electricity in	Laws and policies: Review all policies and laws that determine whether women can access, control, and benefit from, productive resources. Especially with regard to Water and property rights.	To have at least 80% of the town with running water .Solid waste coverage of at least 70%.	Training and involvement of women in management of community boreholes.	Over four point in use in each ward.	Dept of environ, health & engineering; ZESA; World Bank; NGOs	Dec 2011	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	ward six(Garikai),there are also houses which are not connected to sewerage in ward 4 high density. World bank has started water and sewer upgrading.							
	<i>What kind of consultation process has there been in the past?</i> Budget consultation		Over 70 % women constitute water point user committees	Training and involvement of women in management of committee boreholes.				
	<i>What is the current state of service delivery?</i>		Council operating at 70%	Increase delivery state to 100% by 2014.		Council	2012	
<b>HEALTH</b>								
Ensure health facilities are accessible to	Currently there are no mobile clinics but there	Legislative frameworks, policies,	Put frame works in place for provision of	We have to budget for the mobile clinic	One mobile clinic by	Council and	2012 to December	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
women	are three static clinics-one Council clinic, two partners. They serve residents, sex workers and truckers.	programmes and services to enhance gender sensitive, appropriate and affordable quality health care.	mobile clinics in Council area	Encourage partners to participate	2015	partners	2015	
<b>HIV AND AIDS AND CARE WORK</b>								
<b><i>Prevention</i></b>								
To establish the gendered dimensions of HIV/AIDS and to raise awareness on the pandemic in the Council.	Data on HIV/AIDS,VCT and PMTCT available at the council clinic by sex incl 1 Focal person and 1 peer educator per ward on HIV/AIDS awareness.	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Increase the number of focal persons and peer educators to 3 each ward	Allocate resources for training more focal persons and peer educators.	5 focal persons and 10 peer educators per ward	Dept of environmental health; clinic staff; Min of Health and Councillors	Dec 2014	
To run gender-	<i>Do prevention</i>	Develop gender	scale up	Develop gender	Reduced	Dept of	Dec 2012	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
aware prevention campaigns	<p><i>campaigns emphasise differences in power relations between women and men?</i></p> <p>Focal group discussions three times a week on HIV/AIDS.VCT and PMTCT conducted on daily basis.</p>	sensitive strategies to prevent new infections.	awareness by targeting 50 households per ward per month	<p>aware HIV and AIDS public education and awareness campaign.</p> <p>Do door to door delivery of campaign materials</p>	<p>cases of STI and HIV infection</p> <p>Reduced death rates</p>	<p>environmental health;</p> <p>clinic staff;</p> <p>Min of Health and dept of women of affairs</p> <p>ZRP Victim friendly Unit and partners</p>		
	Yes female condoms are available Low uptake of female condoms		Increase the uptake of female condoms by 50%	Advocate for extensive use of female condom through educating community on the advantages of using female condoms instead of relying on	Increased uptake of female condoms	<p>Dept of environmental health;</p> <p>clinic staff;</p> <p>Min of</p>	Dec 2012	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
				male condoms only.		Health		
To ensure that messages of generational sex and multiple partners are addressed	<p><i>How has the municipality participated in awareness campaigns in the past?</i></p> <p><i>Has the municipality actively participated and promote the 16 Days Campaign in the past?</i></p> <p>Participates in commemoration such as World AIDS day and TB day.</p>	Programmes take account of the unequal status of women, the particular vulnerability of the girl child as well as harmful practices and biological factors that result in women constituting the majority of those infected and affected by HIV and AIDS.	Active involvement of council	Council budgeting for campaigns and 16 days of activism	Holding of campaigns  Reduced cases of polygamy	Clinic staff  Min of health	on-going	
To raise awareness that there is an increased risk of contracting	<i>Are there any awareness campaigns in the Council on the link between</i>	Information on services available to survivors of gender based violence AND Laws on gender	To increase awareness at Council level and also to have a	Public awareness campaigns on the links between GBV and HIV/AIDS; the red and white ribbon	Reduction of gender violence	Council; NGOs; ZRP;	2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
HIV/AIDS as a result of sexual assault.	<i>gender violence, HIV and AIDS?No but facilitating partners</i>  Workshops on GBV and HIV/AIDS conducted by FST ,IOM and MSF in wards. Focal persons trained by FST in wards to carry out awareness campaigns at ward level. Victim Friendly Unit and Victim Friendly Court at magistrate courts.	based violence provide for the comprehensive testing, treatment and care of survivors of sexual offences, which shall include preventing the onset of sexually transmitted infections.	Counsellors support group so as to reduce GBV by 50% in Beitbridge town Council	campaign, coupled with on-going awareness campaigns.		Min of justice; health		
To educate women who are	<i>Is PEP readily available at all</i>	Ready access to post exposure	To increase awareness by	Integrate PEP into public awareness	Reduced cases of	Council;	2012	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
not aware of the need to avail themselves of Post Exposure Prophylaxis (PEP) and emergency contraception in the event of a sexual assault.	<i>health facilities? If not, at how many facilities is it available?</i>  Currently council facility not offering PEP. Creating awareness in conjunction with FST three time a week only available at District Hospital	prophylaxis at all health facilities to reduce the risk of contracting HIV.	50%.To advocate for PEP to be carried out at the clinic instead of relying on the hospital.	campaigns; Lobby to have PEP available in all health facilities.	HIV or AIDS infection through sexual assaults	NGOs;  ZRP;  Min of justice; health		
To educate women and men on voluntary counselling and testing which is a powerful tool for preventing the spread of HIV/AIDS.	<i>What is the % of men and women who go for VCT?</i>  VCT and Provider Initiated Testing and Counselling( PITC) done on a daily basis for both sexes .	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Increased uptake of VCT by 10%	Obtain gender disaggregated statistics on VCT. Use this to devise campaigns to encourage women and men to go for VCT.	Reduced cases of HIV and AIDS infection.	Council;  Ministry of Health;  NGOs and Min of women affairs	On-going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	Uptake of VCT currently at 75%.  More women than men go for testing							
<b>Treatment</b>								
To address unequal access to treatment; especially inhibitions by men to accessing treatment	<i>What proportion of women compared to men access free treatment?</i> Both women and men access free treatment	Collect and analyse baseline data against which progress in achieving targets will be monitored.	To collect disaggregated data by sex	Analyse data to determine women and men accessing treatment	Equal treatment for both men and women  Reduced death rate	Council, Min of Health	On-going	
<b>Care</b>								
Ensure that the council addresses the gendered dimensions of care	<i>What proportion of care givers in the community are women?</i>	Policies and programmes to ensure appropriate recognition of the	Increase number of care givers both men and	Budget for care givers and incentives	Increased number of both men and	Council, min of Health and	Dec 2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
work	95%	work carried out by care givers, the majority of whom are women, the allocation of resources and the psychological support for care givers as well as promote the involvement of men in the care and support of people living with HIV and AIDS.	women		women care givers	partners		
	Do care givers receive any remuneration No, some incentives by partners							
<b>Social development</b>								
To make community and sporting facilities more accessible to women and girls and ensure that they benefit equally from such facilities.	<i>What kind of work is/ has been done with women's groups?</i> Established a netball pitch and netball team	Collect and analyse baseline data against which progress in achieving targets will be monitored.	To have events which recognise the achievement of women in Beitbridge and have a calendar	Organise events, programmes and displays that celebrate women and children's achievements and challenge stereotypes in all spheres, including	Women and children actively involved in sports	Dept of Housing	Dec 2012	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
				the home.				
<b>GENDER SPECIFIC PROGRAMMES</b>								
<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>								
<b>Prevention</b>								
To contribute to the SADC Gender Protocol target of halving gender violence by 2015.	<i>What are the current statistics on GBV in the municipality?</i> Not available	Collect and analyse baseline data against which progress in achieving targets will be monitored.	involvement of partners	Conduct gender safety audits and reflect specific targets for reducing GBV.	Data available on gender violence	Z.R.P; Council Security; MWAGCD	Dec-2012	
<b>Public awareness campaigns</b>								
To educate communities to challenge and eradicate gender based violence.	<i>How has the municipality participated in awareness campaigns in the past? Through partners</i>  <i>Has the municipality actively participated and</i>	Introduce and support gender sensitisation and public awareness programmes aimed at changing behaviour and eradicating GBV in all sectors of society.	Council initiate campaigns on gender violence	partner NGOs and CBOs to stretch the Sixteen Days of Activism campaign to a year- long campaign  budget by council for campaigns	Reduced cases of gender based violence	ZRP; Council & other stake holders	2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>promote the 16 Days Campaign in the past?</i> In Council nothing at the moment, already existing in other depts.							
	In Council there is nothing but existing in other stake holders	Ensure the inclusion of men in all gender related activities including gender training and community mobilisation.		Promote involvement of men and boys in ending gender violence.		Council & all stake holders	2013	
<b>Response</b>								
To implement actions that are effective in responding to GBV in your council	<i>What is the state of street lighting in the municipality?</i> 6 tower lights were erected in the residential township and half of the street lights are	Accessible, effective and responsive police, prosecutorial, health, social welfare and other service to redress cases of gender based violence.	Involvement of victim friendly campaigns	Increase more victim friendly campaigns and facilities	Increased response to GBV cases  Reduced cases of GBV			

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	functional							
	<i>Are any of the police stations within the municipality equipped (private room, female officers etc) to deal with cases of GBV?</i>	Specialised facilities, including support mechanisms for survivors of gender based violence.	Raised community awareness on Police Victim Friendly Unit.	Liaise closely with the police; ensure a private room/ victim empowerment unit at police stations; improve the services provided by the Police.		ZRP;  Town planning dept and partners	2013	
	Police Victim friendly unit already existing with a separate room allocated and manned by female officers.	Community sensitisation programmes regarding available services and resources for survivors of gender based violence.		Work with the police and communities in ensuring that cases of gender violence are reported and addressed.		Admin dept.	2013	
<b>Support</b>								
To implement a plan and actions that supports survivors of GBV	<i>How many places of safety and care are there within the</i>	Provide specialised facilities, including support mechanisms for	Establishing 2 safety houses	Allocating stands and budgeting for safe houses	Availability of safe houses	Dept. of Housing, Town planner	2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>municipality?</i> Not in place	survivors of gender-based violence.						
<b>Coordination</b>								
To ensure that efforts to address GBV are conducted in a coordinated manner	<i>Is there a multi sector committee for addressing GBV in the local council?</i>  Multi-sectoral committees are already in place.	Integrated approaches, including cross sector structures with the aim of reducing current levels of gender based violence, by half by 2015.	Council to fully participate with the existing committees.	Establish multi-sector coordinating structures to tackle gender violence.	An active multi sector committee coordinating GBV issues	FST, ZRP, MWAGCD, DSS and Council	2013	
<b>Budget allocation</b>								
To ensure that Councils commit budget and resources to addressing GBV	<i>Is there a budget line for addressing GBV in the Council?</i>  Currently there is no budget allocation for		Council to include GBV allocation in their budget.	Allocate budget and resources to addressing GBV	A budget line for GBV	Dept of Finance and Admin, Dir. Of Works	2012	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	GBV in Council							
<b>Monitoring and evaluation</b>								
To ensure that efforts to address GBV are monitored and evaluated	Not existing	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Disaggregated data on GBV	Develop a set of targets and indicators to measure progress and ensure that these are mainstreamed into development plans.	Disaggregated data available	Council-GBV Committee	2013	
<b>Best practices</b>								
To showcase best practices to end GBV	Not in place		Mainstreaming GBV issues in Council operations	Policy formulation	Reporting of GBV cases	Admin	Dec 2013	
<b>EMPLOYMENT PRACTICES AND ENVIRONMENT</b>								
To increase the representation of women employed in the council.	<i>What steps have been taken to prioritise gender equity in performance plans?</i>	At least 50% of decision-making positions in the public and private sectors are held by women including the use of	Two ladies have been employed in middle management positions ie systems	Collect and present best practices being done by councils to end GBV	Gender policy document	Council	2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	We have developed a gender policy which has some affirmative action	affirmative action measures.	administrator and farm manager. Two ladies employed as drivers.					
	<p><i>What are the current gender statistics of employees in the municipality?</i></p> <p><i>What % men and women occupy management positions – what is the breakdown per department?</i></p> <p>40% women and 60% men. Senior management 0%</p> <p>Finance 66.66%, Administration 36.66%, Engineer</p>	Review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy.	To have at least one woman at senior decision post. Increase in women employed at middle management at 2 women per year	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.	Increased number of women in management positions	Dept of Admin; Cllrs	Dec 2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	ing 25% women							
<b>Selection and recruitment</b>								
To ensure that the recruitment and selection process offers equal opportunity to women.	<i>What kind of employment equity plan is in existence?</i>  Men and women in the same grade get the same salary.  Equal employment opportunities for both men and women.	<b>Affirmative action measures</b> with particular reference to women in order to eliminate all barriers that prevent them from participating meaningfully in all spheres of life and create a conducive environment for such participation.	Appointment of two ladies in management positions and two drivers	Encourage women with relevant qualifications to apply for senior positions.	Balanced numbers of men and women recruited.	Council  Workers union  Stakeholders  MLGRUD	Dec 2015	
	<i>What are the targets for ensuring women's equal representation at all levels?</i>		Council Gender policy document	Encourage women to improve their education and also to create opportunities for further studies.	Increased number of women in senior positions. Increased represent	Council  Gender links WAG	Dec 2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	50-50 representation				ation of women in council			
	<i>Has gender been incorporated into policies and processes?</i> Yes	Eradication of occupational segregation and all forms of employment discrimination.	Council Gender policy document	Monitoring and evaluating gender policy document	Reduction in employment discrimination towards employment of women.	Council MILGRUD	Dec 2015	
	<i>Are women and men paid equally for the work they do?</i> Yes	Equal pay for equal work and equal remuneration for jobs of equal value for women and men; and	No discriminations in salaries	Ensure there is no discrimination in salaries	Equal salaries for employees in same grade irrespective of gender	Council	2012	
	<i>What is the policy on</i>	Enact and enforce legislative	Employees go for maternity	Encourage employees to apply	Processed maternity	Council	2012	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>maternity leave?</i> 3 months maternity leave on full pay as per labour act.	measures prohibiting the dismissal or denial of recruitment on the grounds of pregnancy or maternity leave.	leave for three months on full pay	for maternity leave	leave forms			
<b>Capacity building</b>								
To ensure that training is done to educate all employees and community groups on gender	<i>What training has already been done?</i> Gender links training workshop	Ensure equal participation of women and men in decision making by putting in place policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	Number groups trained.	Diversity and gender training is provided for both men and women in the council, at all level and is done systematically	Stakeholder workshops	Dept of Admin	Dec 2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<b>Work conditions and environment</b>								
To facilitate women's equal participation in the workplace by providing support for parents because parenting responsibilities have continued to be the main responsibility of women.	<i>What childcare facilities are currently available?</i>  Women Employees are entitled to one hour breastfeeding time for the first six months.	Provide protection benefits for women and men during maternity and paternity leave.	Nursery and Early childhood development centres.	Encourage and accept applications for those who want to erect nursery centres.	No of registered centres.	Council , MEOSAC and Social services	2012	
	<i>Is there any such arrangement currently?</i>  <b>Yes</b>	Conduct time use studies by 2015 and adopt policy measures to ease the burden of the multiple roles played by women.	Nursery and Early childhood development centres.	Ensuring existence of one or more centres in a ward.	No of centres per ward.	Council, MOESAC, Social Services Department.	2012	
	<i>Has this issue ever been addressed? How?</i>  Yes, through		Existence of nursery centres.	Increasing the number of centres in every ward.	Increased number of facilities.	Council, MOESAC and SOCIAL	2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	workers union meetings					SERVICES		
	<i>Are there any such programmes?</i> Yes		As above	As above	As above	As above	As above	
	<i>What crèche facilities exist?</i> Nursery and Early childhood development.		As above	As above	As above	As above	As above	
Address issues of sexual harassment in the council.	<i>Is there a sexual harassment policy in existence? No</i>	Enact legislative provisions adopt and implement policies, strategies and programmes that define and prohibit sexual harassment in all spheres, and provide deterrent sanctions for	N/A	Crafting of the sexual harassment policy.	N/A	Council, MLGRUD, ZRP.	2013	
	<i>What kind of safety measures are in place currently? No</i>		N/A	Ensure that safety measures are in place.	N/A	Council, MLGRUD	Dec 2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		perpetrators of sexual harassment.						
<b>GENDER MANAGEMENT SYSTEM</b>								
<b>Gender structures</b>								
To establish structures that constitute the gender machinery and to ensure that they have the authority to carry out their work and to obtain the commitment of all managers.	<i>Has any work been done in the establishment of structures? Yes</i>	Establish and strengthen structures to enhance gender mainstreaming.	Existing Committee	Ensure Committee is staff developed to carry out their work.	Established Committees.	Council	2012	
	<i>Is there a committee in Council responsible for gender? Yes</i>		As above	As above	As above	As above	As above	
	<i>Has a gender technical task team: comprising the GFP has been formed? Yes</i>		GFP	Put in place Technical team	Technical team	Council	2013	
	<i>Have gender focal points been established in all</i>		N/A	Ensure GFP in each department and	Department GFP and TOR.	Council	2013	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>departments? No Have TOR been drafted? No</i>			To draft the TOR.				
	<i>Has a gender specialist been recruited? No</i>		N/A	Recruit gender specialists.	Gender specialist	Council	2015	
	<i>Has gender been written into the performance agreements of senior managers and GFP? No</i>		N/A	Work Plans for senior management should be gender compliant.	Gender Compliant Work Plans	Council	2013	
	<i>Is the GMS known, has it been publicised? Yes</i>		Availability of Focal Person, Workshops	Conduct more workshops.	Improved knowledge on gender issues to the public	Council, GL and Stakeholders	2013	
<b>Budget, monitoring and evaluation</b>								
To make use of gender disaggregated data for	<i>Does sex disaggregated data exist? Is it applied?</i>	Ensure gender sensitive and responsive budgeting at the	All departments to have sex disaggregated	Obtain sex-disaggregated data.		All Depts	Before Oct 2011	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
monitoring and evaluation to ensure that gender equality is being strived for.	Data is not sex disaggregated and resources are allocated without the gender aspect.	micro and macro levels, including tracking, monitoring and evaluation.	data for budgeting					
To ensure that resources are being allocated to gender priorities.	<i>Are there direct or budget allocations for advancing gender equality?</i>  Currently no existing gender specific budgets lines per department	Ensure that all national and local budgets sufficiently represent the needs of women and men; assessment of all spending should reflect how resources have been allocated to all gender groups.	To have gender specific budget lines for promoting gender equality including fighting GBV and HIV/AIDS per department	Recommend resource allocation (specific budget line) for initiatives that will promote gender equality, including fighting gender violence and HIV and AIDS).	Equity in distribution of resources.	All Depts	2013	
	<i>Do women and men benefit equally from budget allocations? No</i>		There are more men than women.	To increase the number of women employees in Council.	Equity on budget allocation.	Council	2013	

**ANNEX D: EVALUATION FORM**

**Date: 19 June 2012**

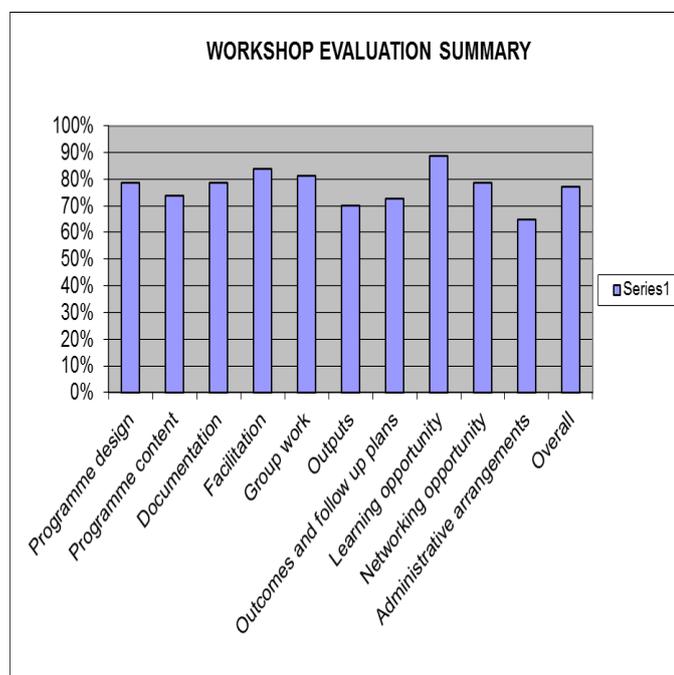
**Venue: Beitbridge Express Holiday Inn**

**Eight Evaluations received**

	1	2	3	4	5	6	7	8	9	10	Total
<b>Programme Design</b>						2	1	3		2	<b>8</b>
<b>Programme Content</b>					1	1	2	3		1	<b>8</b>
<b>Documentation</b>					2			3	1	2	<b>8</b>
<b>Facilitation</b>							2	2	3	1	<b>8</b>
<b>Group Work</b>						1	2	1	3	1	<b>8</b>
<b>Outputs</b>					1	2	2	2	1		<b>8</b>
<b>Outcomes &amp; Follow Up plans</b>					1	1	3	1	2		<b>8</b>
<b>Learning Opportunity</b>							1	2	2	3	<b>8</b>
<b>Network Opportunity</b>					1		2	3		2	<b>8</b>
<b>Administrative Arrangements</b>		1	1		1		2		2	1	<b>8</b>

**WORKSHOP EVALUATION SUMMARY**

	Evaluation area	Rating
1	Programme design	79%
2	Programme content	74%
3	Documentation	79%
4	Facilitation	84%
5	Group work	81%
6	Outputs	70%
7	Outcomes and follow up plans	73%
8	Learning opportunity	89%
9	Networking opportunity	79%
10	Administrative arrangements	65%
11	<b>Overall</b>	<b>77%</b>



## **COMMENTS**

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

- Gender & LED. There is need for gender mainstreaming in LED.
- Group work was most useful. It gave everyone the opportunity to highlight their ideas.
- Gender, Climate Change & Sustainable Development. It was very educative.
- All.

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

- Gender, HIV/AIDS & Care work. This has been preached by every NGO.

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

- Community involvement in LED projects.
- I will educate both women and men about GBV.
- By educating my colleagues and continue carrying out awareness campaigns.

### **4. Any other comments?**

- Workshop was an eye-opener to first time attendants.