

**GENDER SCORECARD FOR LOCAL GOVERNMENT**

**NAME OF COUNCIL: KWEKWE CITY COUNCIL**

**SCORE OUT OF FOUR WHERE 0=NONE; 1=POOR; 2=SATISFACTORY; 3=GOOD; 4=VERY GOOD**

	<b>INDICATORS</b>	<b>MEANS OF VERIFICATION</b>	<b>PROGRESS DURING VERIFICATION</b>	<b>OWN SCORE</b>	<b>GL SCORE</b>	<b>AGREED BASELINE SCORE</b>
<b>POLICY FRAMEWORK</b>						
1. There is a gender policy and action plan that incorporates the SADC Gender Protocol and other relevant targets. It is well known and has a high profile champion within the council.	<ul style="list-style-type: none"> <li>Existence of plan</li> <li>Plan signed and adopted</li> <li>Plan shared with Council and Community</li> <li>Plan integrated</li> <li>Public events on gender eg International Women’s Day</li> </ul>	<ul style="list-style-type: none"> <li>Copy of the gender policy/action plan</li> <li>Copy of the Council strategy/work plan</li> <li>Minutes and records of meetings</li> <li>Photos</li> <li>Media coverage</li> </ul>		2		
<b>GOVERNANCE</b>						
<b>Representation</b>						
2. There are equal numbers of women and men councillors in the Council.	<ul style="list-style-type: none"> <li>No of men councillors = 10</li> <li>No of women councillors =4</li> </ul>	Official records		2		
3. There are equal numbers of women and men in decision-	<ul style="list-style-type: none"> <li>Mayor/Chair of Committee =M</li> <li>Deputy mayor/deputy chair</li> </ul>	Official records		2		

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making positions in Council, Mayoral committee, chairs of committees etc.	<ul style="list-style-type: none"> <li>of committee = M</li> <li>No of committees chaired by women = 2</li> <li>No of committees chaired by men = 4</li> </ul>						
<b>Participation</b>							
4. Women and men participate equally in Council meetings and influence decisions taken by the Council.	<ul style="list-style-type: none"> <li>Examples of issues raised by women in Council and what difference these have made.</li> </ul>	Council minutes			3		
<b>Public participation</b>							
5. There is equal participation of women and men at public meetings and events.	<ul style="list-style-type: none"> <li>Examples of types of meetings held, representation/participation by women and men</li> </ul>	Photos Media coverage Minutes			2		
<b>MAINSTREAMING GENDER INTO EXISTING PROGRAMMES</b>							
6. The Council has a local economic development plan that targets women entrepreneurs as key beneficiaries	<ul style="list-style-type: none"> <li>Market places designed and no of stands allocated to women.</li> <li>Local finance schemes of council, no of women and men who have</li> </ul>	LED plans, how gender reflected Statistics on finance schemes.			2		

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	benefited.						
	<ul style="list-style-type: none"> <li>Local finance schemes linked to Council, no of women and men who have benefited.</li> </ul>						
7. Women and men benefit equally from jobs created by the council.	<ul style="list-style-type: none"> <li>No of women in jobs created by Councils</li> <li>No of men in jobs created by councils</li> <li>Evidence of women and men being employed in non-traditional areas</li> </ul>	Council employment statistics by sector and area of work			1		
<b>Procurement</b>							
8. The Council keeps gender disaggregated data on procurement and has set a target for increasing the number and value of contracts received by women.	<ul style="list-style-type: none"> <li>No of owned companies that have received contracts in the last year.</li> <li>No of men owned companies that have rcvd contracts in the last year.</li> </ul>	Procurement policy – how gender is integrated into this.			0		
<b>Climate change and sustainable development</b>							
9. The Council is aware of climate change and its differential effects on	<ul style="list-style-type: none"> <li>Existence of a policy on climate change how gender</li> </ul>	Climate change policy					

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women and men. Women and men are consulted equally on measures to be taken.	<ul style="list-style-type: none"> <li>is integrated into this.</li> <li>Extent to which policy has been canvassed; involvement of women and men.</li> </ul>	<ul style="list-style-type: none"> <li>Records of meetings</li> <li>Photos/video</li> <li>Scan from press conference</li> </ul>		2		
10. Women are equally consulted and involved in waste management, and benefit from economic opportunities arising from this.	<ul style="list-style-type: none"> <li>How waste management is handled.</li> <li>How women are involved.</li> <li>Proportion of women in waste projects</li> </ul>	<ul style="list-style-type: none"> <li>Waste management plans</li> <li>Gender statistics on waste management</li> <li>Photos; video</li> </ul>		2		
<b>Land and housing</b>						
11. The Council keeps sex disaggregated data on title deeds and housing, and is promoting women's equal access	<ul style="list-style-type: none"> <li>How gender is integrated into allocation of land and houses</li> <li>No of women allocated land and housing by council</li> <li>No of men allocated land and housing by Council.</li> </ul>	<ul style="list-style-type: none"> <li>Policy on land and housing</li> </ul>		1		
<b>Water and sanitation</b>						

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12. Women are involved in the planning, management and maintenance of water and sanitation.	<ul style="list-style-type: none"> <li>No of women on water/sanitation committees</li> <li>No of men on water/sanitation committees</li> <li>No of women chairing these committees/total no of committees</li> <li>Examples of the difference women have made</li> </ul>	<p>Policy on water and sanitation – how gender is integrated into this</p> <p>Gender disaggregated statistics</p> <p>Record of meetings</p> <p>Photos/video</p>		2		
<b>Environmental health</b>						
13. Women are equally involved in preventive health campaigns	<ul style="list-style-type: none"> <li>Types of campaigns</li> <li>Involvement by women</li> </ul>	<p>Records of campaigns</p> <p>Photos/video</p>		3		
<b>HIV/AIDS and care work</b>						
14. The Council has a gender aware HIV and AIDS policy that is implemented and monitored.	<ul style="list-style-type: none"> <li>Existence of policy</li> <li>Messages underscore unequal power relations between women and men;</li> <li>Prevention of parent to child transmission</li> <li>Men are</li> </ul>	<p>HIV and AIDS policy – gender dimensions</p>		1		

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	<p>encouraged to go for VCT</p> <ul style="list-style-type: none"> <li>Women and men have equal access to treatment</li> </ul>						
15. The Council supports care for those living with HIV and AIDS and men are encouraged to be involved in care work.	<ul style="list-style-type: none"> <li>Existence of care work projects supported by Council or in which Council is a partner.</li> <li>Remuneration/training/support for care givers in these projects</li> <li>No of women, no of men involved in care work</li> </ul>	<p>Records of projects</p> <p>Examples of what these have achieved</p> <p>Photos, videos</p>			2		
<b>Social development</b>							
16. Social and recreational facilities are gender aware and responsive	<ul style="list-style-type: none"> <li>Types of facilities for sports and recreation, extent to which these cater to the needs of women and men.</li> <li>No of women, no of men who make use of facilities</li> </ul>	<p>Records of facilities</p> <p>Gender disaggregated data</p>			3		
<b>GENDER SPECIFIC PROGRAMMES</b>							
<b>Gender based violence (GBV) flagship plan</b>							

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17. There is sufficient lighting on streets and in public spaces; all streets are named clearly, and names are gender aware	<ul style="list-style-type: none"> <li>Existence of street lights</li> <li>No of streets named</li> <li>No of streets named after women</li> <li>No of streets named after men</li> </ul>				2		
<i>Public awareness campaigns</i>							
18. The Council participates in campaigns to raise awareness on gender-based violence (GBV), such as the Sixteen days of activism.	<ul style="list-style-type: none"> <li>Campaigns launched during the Sixteen Days</li> <li>Budget from Council for campaigns</li> <li>Other resources mobilised</li> <li>Follow up to campaigns</li> <li>Results achieved</li> </ul>	Reports Photos Video Budget	-		1		
<i>Response and coordination</i>							
19. There is a good working relationship between the police and community, especially women. Women are equally represented in	<ul style="list-style-type: none"> <li>How the Council works with the police on GBV</li> <li>Existence of committees on GBV</li> <li>No of women and no of men on these</li> </ul>	Records Photos Video			3		

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community policing forums.	committees						
<b>EMPLOYMENT PRACTICES AND ENVIRONMENT</b>							
<b>Selection and recruitment</b>							
20. Women and men are employed in equal numbers across jobs, grades and in management positions and are equally remunerated for equal work. There is an affirmative action policy for ensuring 50% by 2015.	<ul style="list-style-type: none"> <li>No of women in management</li> <li>No of men in management</li> <li>CEO/head of administration =M</li> <li>Examples of women in non traditional areas of decision-making eg finance</li> </ul>	Council employment statistics			3		
<b>Capacity building</b>							
21. Gender training is provided for both women and men in the council, at all levels and is done in a systematic way.	<ul style="list-style-type: none"> <li>Gender training conducted as part of COE's</li> <li>Changing lives as a result of gender training</li> </ul>	COE reports Changing lives profiles			4		
<b>Working conditions and environment</b>							
22. The work place is family friendly; there is a sexual harassment	<ul style="list-style-type: none"> <li>Maternity and paternity leave</li> <li>Flexi time</li> <li>Family days</li> </ul>	Work place policies			2		



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policy that is enforced.	<ul style="list-style-type: none"> <li>Sexual harassment policy</li> <li>How sexual harassment cases are dealt with</li> </ul>						
<b>GENDER MANAGEMENT SYSTEM</b>							
<b>Gender structures</b>							
23. The Council has set up a gender structure, including a gender focal person that is empowered to do its work. Gender is written into the job descriptions of key functionaries.	<ul style="list-style-type: none"> <li>Gender focal point – who and what level</li> <li>Gender committee- who and how often does it meet</li> </ul>	COE and council records			3		
<b>Budgets</b>							
24. A share of expenditure is explicitly targeted at promoting gender equality. Women and men benefit from the mainstream budget	<ul style="list-style-type: none"> <li>Specific budget line for gender – what proportion of budget</li> <li>Gender reflected in mainstream budget</li> </ul>	Budget			3		
<b>Monitoring and evaluation</b>							
25. There is an M and E system in place for gender; it is used for	<ul style="list-style-type: none"> <li>Regular reports to management on gender action plan.</li> <li>Corrective action</li> </ul>				2		



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tracing purposes	reporting	taken. <ul style="list-style-type: none"><li>• Score card used for benchmarking.</li></ul>					
<b>TOTAL</b>					<b>53</b>		



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