



LOBATSE
TOWN
COUNCIL
CENTRE OF
EXCELLENCE



***CENTRE OF EXCELLENCE - INSTITUTIONAL
PRESENTERS NAME: SNOWBALL OFFICE
LOBATSE TOWN COUNCIL COE***

**SADC GENDER PROTOCOL SUMMIT
DATE: 22-24 APRIL 2013
VENUE: INDABA HOTEL, SOUTH AFRICA**

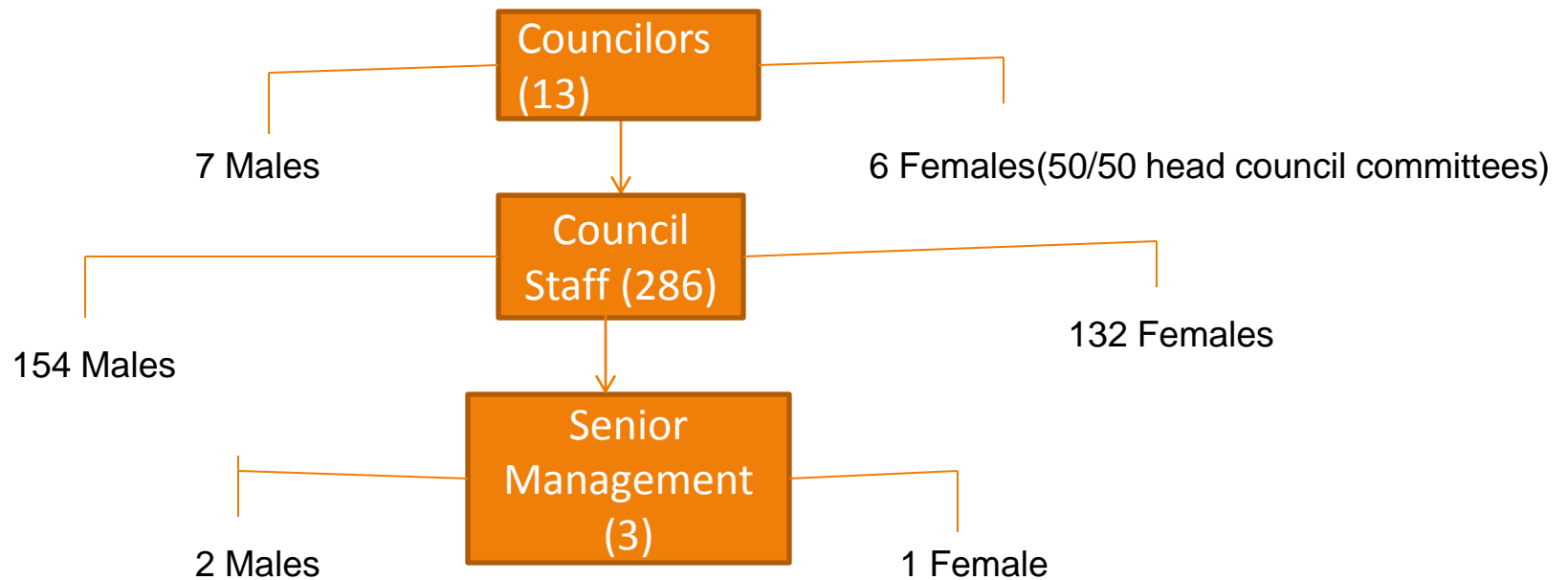
GENDER EQUALITY BY 2015, YES WE MUST!

BRIEF DESCRIPTION OF COUNCIL

- Lobatse Town Council is situated approximately 70km, south of Gaborone- Botswana sharing a boarder with South Africa
- It has a population of about 29600 people in which there are 14205 females and 15484 males

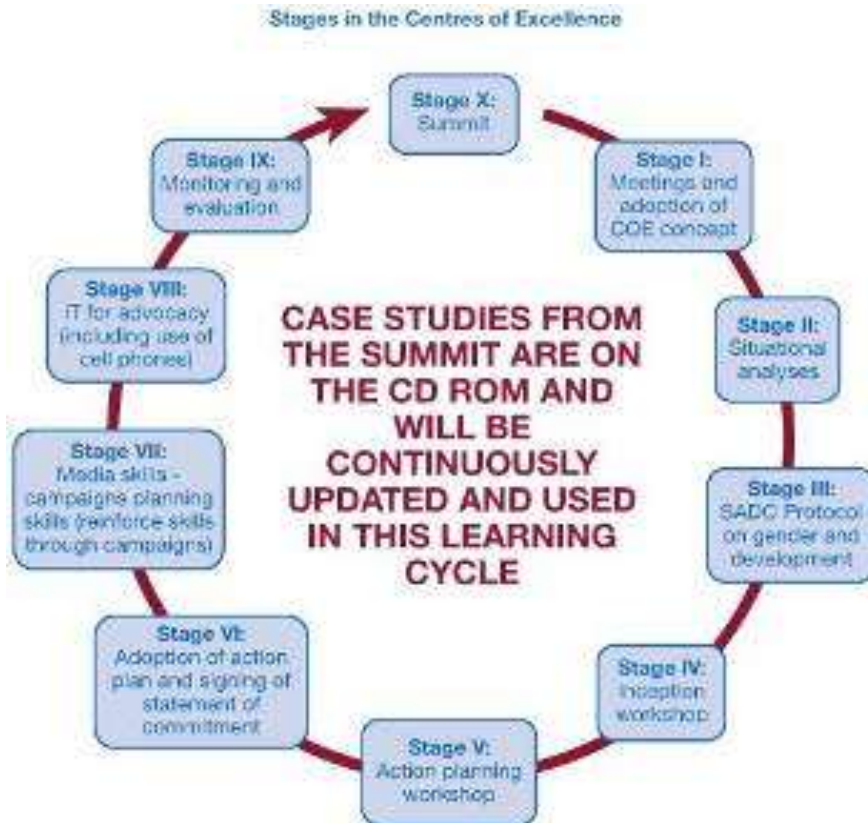


COUNCIL STAFFING STRUCTURE



COE PROCESS

LTC in conjunction with BALA & GENDER LINKS has been a Center of Excellence since 2010 – covered all the stages.



KEY GENDER AND SERVICE DELIVERY CHALLENGES

- I. EDUCATION & LOCAL ECONOMIC DEVELOPMENT- High rate of unemployment.
- II. GENDER BASED VIOLENCE- Abuse of girl child especially living with disability. Failure to report emotional abuse.
- III. HIV/AIDS- High HIV/Aids infection rate.



GENDER CHAMPIONS

We give salute to the following ladies:

Gabanthone Sekwakwa- Town Clerk

Malebogo Kruger- Deputy Mayor

Caroline Lesang- The Town Mayor

Zapheid Raphael- Women Commissioner

Kolobetso Sejakgomo- Deputy District Commissioner.



GENDER CHAMPIONS CONT'D

- **How do they push the COE process?**
 - I. Full participation in all invitations of Gender mainstreaming activities & support on formation of gender committees.
 - II. Approval of transfer of funds regardless of no budget for Gender mainstreaming activities & gender budget for 2013/14 .
 - III. Authority to slot Gender committee in all planned activities & scheduled meetings of council driving it towards centre of excellence.
 - IV. Morning briefings once weekly & report writing regarding Gender mainstreaming.

HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

- Compliance and adherence to Gender policy & Gender SADC protocol
- Implementation of Lobatse Gender Frame Work of Action.
- Introduction of Local Economic Empowerment Training Programmes.
- Start up of income generation projects.
- Conduction of mini-shows & market days and business forum workshop.
- Securing operational space for beneficiaries – Income generation projects.
- Commemoration of sixteen days of activism against gender violence.
- Pitso ya Bomme, ya Borre, girl child with disability and bomme ko gae .
- Working closely with other stakeholders e.g Police, NGOs and Tribal.



ADDRESSING OF CHALLENGES CONTINUES

- Gender partnership/insists on getting a slot in most activities.
- Follow-ups, new strategies are always made to attract them or get their feedback or needs.



CONTN'D

CLIMATE CHANGE

- Youth Project registered under the name LEMA which is technically supported by LTC.
- Cleaning campaigns and community service days.
- LTC has received a proposal on making Lobatse Green and awaiting approval .
- Technical advise to staff and community on issues of climate by department of environment health and parks.



PROCESSES CONTINUES

HIV AIDS and care work

- Commemoration of AIDS day and disseminating gender information during Aids/HIV activities. Provision of material needs and psychosocial support.
- Formulation of HIV/AIDS committees at a workplace.
- Fully participation at district HIV/AIDS committees such as Multi Sectoral , DMSAC

Community initiatives

- Involvement of cluster and village committees like WDC, NGOS



PROCESSES CONTINUES

Employment practices

- I. Creation and tracking of job opportunities created through Local Economic Empowerment Training Programmes.
- II. Beneficiaries referred for Ipelegeng programme on permanent basis while public are hired on rotational basis.
- III. Solicit funds for start-up of income generation projects through poverty eradication programme.



HOW IS YOUR COUNCIL CONTRIBUTING TOWARDS ACHIEVING THE 28 TARGETS OF THE SADC PROTOCOL?

PROTOCOL TARGET	COUNCIL ACTIONS
Article 13:	Women representatives on decision making: Town Clerk, Town Mayor, Deputy mayor, 50% chairperson of council committees.
Article 14	LTC has a training programme on catering and dressmaking at level of Trade Test C both practical and theory. Facilitating on some workshops on GBC
Article 15	Solicit funds for start up of income generation projects. Hosting of annual mini shows to market local entrepreneurs.

**GENDER EQUALITY BY 2015,
YES WE MUST!**

PROTOCOL CONT'

PROTOCOL TARGET	COUNCIL ACTIONS
Article 20 : Gender Based Violence	Education through forums “BOMME KO GAE” Pitso ya Borre le Mme Commemoration of sixteen days of activism against violence on women and children. Lobatse Gender Drama Group formed.



PITSO YA BORRE



GENDER EQUALITY BY 2015, YES WE MUST!

PITSO YA BOMME



GENDER EQUALITY BY 2015, YES WE MUST!

IMPACT

Give at least three tangible results that have been achieved that point to systemic change

- Gender based violence cases are now reported and intensive referral from other stakeholders.
- Most of our beneficiaries are now equipped with survival skills and qualifies for jobs.
- An increased awareness by the community at large on gender issues.
- Improved participation by staff members and community members.



**GENDER EQUALITY BY 2015,
YES WE MUST!**

IMPACT

Scooped Best Overall
Performance Award at
Botswana SADC
Protocol @work Summit



RESULTS ON IMPACT

LOCAL ECONOMIC TRAINING PROGRAMME (50)	ENGAGED ON INCOME GENERATION PROJECTS (13)	NO OF REPORTED CASES ON GBV (2011)	NO OF REPORTED CASES ON GBV (2012)	NO OF REPORTED CASES ON GBV (2013)	
F=35/M=15	F=8/M=5	F=3/M=1	F=7/M=2	F= 2/M=1	
TRACKED & HIRED F=19/M=4	OPERATIONAL F=6/M=2		3 cases resolved 4 Counselling on going	1 resolved 2 Counselling ongoing	

CHANGING LIVES

- Young lady namely Ms Semakaleng Mathe.
- Physically abused by boyfriend.
- Attended sixteen days of activism against violence.
- She was well informed and made aware of gender based violence.
- Underwent counseling.
- She has now ended the relationship with an abusive partner, no longer depends on him rather carries some piece jobs to earn a living.
- Client is now participating fully on gender activities and once invited as a guest speaker- willing to disclose her story.



WAY FORWARD

- I. Signing of the Gender Framework.
- II. Bringing forward new strategies to increase participation on gender issues.
- III. A planned Education of community through councilors, chief, NGOss and villages committees to increase leadership in women.
- IV. Intensify strategies on Local Economic Development-Affirmative Action.



WAY FORWARD CONTINUES

- Out reaching Lobatse on schools and Lobatse farms on GBV issues.
- Make templates which can assist to work and share information with other organisations /referral tools



The struggle continues
Bagetsho!!

Thank You!