

REPORT
CENTRES OF EXCELLENCE STAGE FIVE WORKSHOP

Country: Zimbabwe

Council: Goromonzi Rural District Council

Dates: 4-5 December 2012

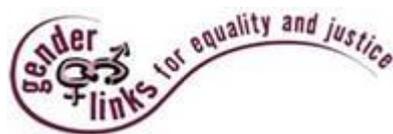
Venue: Bronte Hotel



Participants developing the GAP at the Goromonzi Stage 4 & 5 workshop Photo: Tapiwa Zvaraya



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Contents

EXECUTIVE SUMMARY	3
BACKGROUND	3
PROCESS AND ACTIVITIES	4
WELCOME & OPENING REMARKS	4
GENDER MAINSTREAMING.....	5
GENDER AWARE & GENDER BLIND POLICIES.....	5
GENDER BUDGETING	6
GENDER & THE ECONOMY	6
DEFINITION OF TERMS	6
MEN AND CARE-WORK	6
GENDER & LOCAL ECONOMIC DEVELOPMENT	6
DEFINITION OF TERMS	6
LOCAL ECONOMIC DEVELOPMENT.....	6
MANYAME'S LED INITIATIVES.....	7
BARRIERS TO PARTICIPATION IN LED.....	7
GENDER, CLIMATE CHANGE & SUSTAINABLE DEVELOPMENT	7
DEFINITION OF TERMS	7
CLIMATE CHANGE	7
SUSTAINABLE DEVELOPMENT	7
LINK BETWEEN CLIMATE CHANGE & SUSTAINABLE DEVELOPMENT	7
MANYAME'S CLIMATE CHANGE ISSUES.....	7
OUTPUTS	8
CLOSING REMARKS.....	8
ANNEXES	9
<i>ANNEX A: PROGRAMME</i>	<i>9</i>
ANNEX B: ATTENDANCE LIST	ERROR! BOOKMARK NOT DEFINED.
<i>ANNEX C: MANYAME RDCGENDER AND GBV FLAGSHIP ACTION PLAN.....</i>	<i>11</i>
<i>ANNEX D: EVALUATION</i>	<i>36</i>

Executive Summary

This is a report on the proceedings of the Centres of Excellence for Gender Mainstreaming in Local Government stage five- Action planning workshop held from 4-5 December 2012 at Bronte Hotel with Manyame and Goromonzi Rural District Councils.

This action planning workshop came in light of the council's completion of the inception workshop.

The purpose of the programme was to;

- Build participants understanding around gender planning concepts.
- To know the difference between practical and strategic gender needs.
- To understand the concept of gender mainstreaming and gender disaggregated data.
- To learn modules on Gender & the economy, HIV/AIDS & Care Work, Local Economic development, Climate Change and Sustainable Development.
- To develop a Gender & Gender Based Violence Action Plan for council.

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

Over the two days, the workshop was attended by council officials, councillors, representatives from Local government, Ministry of Women Affairs and other stakeholders. In total 33 participants (20 men and 13 women); see **Annex B** for the full workshop participants list. The Manyame Draft Gender and Gender Based Violence Flagship Action Plan is attached as **ANNEX C**. The evaluation is attached as **Annex D**.

Background

In 2003, GL undertook the first comprehensive study of the impact of women in politics in Southern Africa. One of the key findings of "*Ringing up the Changes, Gender in Politics in Southern Africa*" was that local government is a sadly neglected area of the gender and governance discourse. Taking heed of this finding, GL conducted ground-breaking research in 2006/2007, *At the Coalface, Gender and Local Government* covering South Africa, Lesotho, Mauritius and Namibia.

A key finding of this study was that few practical steps have been taken to mainstream gender in this tier of government or to build the capacity of councillors to lead this process. The study has since been extended to ten countries. In terms of process, once the research reports have been written up, GL hosts launch and strategy workshops in the respective countries with key stakeholders and partners, ideally the local government associations of that particular country to map out a way forward of how to roll out the strategy and host Gender and GBV action plan workshops. The launches are then followed by Gender and GBV action plan workshops that are held at a provincial, regional or district, level to ensure that all councils have gender action plans.

In 2009, GL signed an MOU with Zimbabwe Local Government Association- ZiLGA (umbrella body covering UCAZ and ARDCZ). GL in collaboration with ZiLGA then embarked on a study

to find out women's representation and participation in local government and to assess the conditions necessary to increase the representation of women in local government in Southern Africa, and to ensure their effective participation.

A strategy workshop was held in February 2010 in Kadoma and representatives from MWAGCD, MLGRUP, UCAZ, ARDCZ as well as other partners took part.

In March 2010 GL convened the first Gender Justice and Local Government Summit and Awards to gather evidence of institutional and individual initiatives to empower women and end gender violence. The recommendations of this event informed the need for councils to become Centres of Excellence for Gender Mainstreaming in Local Government to ensure that Councils have the necessary support to address issues of gender across all spheres. GL further took the regional Gender Justice and Local Government Summit and Awards to National level and in 2012 held its first ever national summits in Botswana, Madagascar, Mauritius, Namibia, Zambia and Zimbabwe. This buttressed the notion of Centres of Excellence Work and the need to incorporate more councils into the program as echoed by the Zimbabwe Minister of Local Government, Urban & Rural Development. This was followed by Training of Trainers in programme September 2012 which was meant to capacitate Gender Focal Persons (GFPs) so that the cascading process of all councils to all 92 councils in Zimbabwe.

Process and activities

The 2 - day training programme employed the learning by doing approach which enables participants to be involved in the activities. To this end the material makes use of role plays, exercises and relative and informative case studies used to provoke thought and discussions about and plan the work of Councils from a gender perspective.

Issues covered in the programme included key gender planning concepts, gender mainstreaming, gender budgeting, gender management systems. Modules on Gender and the economy, HIV/AIDS and Care work, Local Economic Development, Climate Change and Sustainable Development were also at the fore of discussions.

Welcome & Opening Remarks

The GFP, Tariro Chimbindi gave opening remarks stating that it was a pleasure having to work with GL and for being incorporated into the COE program. It was his hope that many of the questions that lingered on many people's minds on what gender mainstreaming is all about would be answered through this workshop. He said it was imperative for participants to understand what gender entailed so that it could be used in council processes. It was his hope that everyone would participate and give their ideas and opinions as both Manyame and Goromonzi Rural District councils sought to learn from each other.



**Tariro Chimbindi, Manyame
GFP giving opening remarks
Photo: Tapiwa Zvaraya**

GL Country Manager, Priscilla Maposa thanked participants for setting aside their precious time attending the workshop. She stated that it was her hope that both

participants and GL would learn from this experience as well as Kwekwe's experiences. For the benefit of new participants she went through the history of GL in the region and in Zimbabwe since inception. In addition, she gave an in-depth explanation of the Centres of Excellence (COE). Furthermore she talked about the current 16 days and the just ended GBV indicators research.

Gender Planning Concepts

Participants were introduced to the module on gender planning concepts. The group went through the practical and strategic needs exercise. They defined practical needs as those needs that are of immediate concern to the community. e.g. refuse collection, water, housing and food. Strategic needs are those needs that are needed for the long term benefits e.g. schools and hospitals.

Gender Mainstreaming

The group defined gender mainstreaming as a process of highlighting the consequences for women and men brought about by any planned action in all spheres.

Participants read the case study on Bringing hope to Citizen X and identified the following situations tabulated below.

Issue	Policies/Actions	Responsibility
Rape & Pregnancy	<ul style="list-style-type: none"> - Report to the police or nearest clinic. - Get PEP. - Legalised abortion for all raped women 	Social Services, Min of Health, ZRP, NGOs
Education	<ul style="list-style-type: none"> - Allow pregnant girls to attend school. Do not just restrict them to writing exams. - Introduce paternity leave for boys 	Min of Education.
Shelter	<ul style="list-style-type: none"> - Access to cheap housing 	Council, Min of Housing
HIV/AIDS	<ul style="list-style-type: none"> - Free access to drugs - Sensitize community to get tested. 	Hospitals

Gender Aware & Gender Blind Policies

Participants defined gender blind policies as those policies that do not take into consideration gender issues, while the opposite was true for gender aware policies.

Gender Disaggregated Data

Participants were introduced to the section on gender disaggregated data. After going through the exercise on pulling out the gender statistics participants stated that council did not have sex disaggregated data, though some sections within council housed gender disaggregated data like health and housing sections. There was need for the creation of a database that is sex disaggregated for gender sensitive policies.

Gender Budgeting

The group alluded that gender responsive budgeting was the allocation of resources in an equitable manner and according to the needs of the service user. Participants did the exercise on allocating resources. They reiterated that there was a need for council budgets to address critical issues.

Gender & the Economy

Participants went through the "Lie of the Land" cartoon and Job description of a housewife exercises. Having gone through the cartoon and job advert, participants' consensus was that the unwaged work of women needed to be recognized. Participants highlighted that there was a need for a shift in mind-sets and inclusive mentoring of both women and men on these issues. That way people will understand the value of the work that women do.

Definition of Terms

Care-work was defined as volunteer work being done to assist people living with HIV/AIDS, orphans, the disabled and the elderly. The norm was that women did most of the care-work activities. This was largely attributed to the Zimbabwean culture as even working women were finding time to leave work and come and care for the sick. Debate however rose as some participants argued that there is less of home based care these days largely attributed to the availability of anti-retroviral drugs. However it was agreed that at some point the same people with need access to ARVs would need to be taken care of and that burden was always going to fall on women.

Men and Care-work

Participants acknowledged that care-work was a responsibility for both men and women. Even though they were fewer men doing care work, there was a need to educate them on the need for undertaking care initiatives.

Participants however felt that there were a lot of challenges associated with care giving, as the council had no financial capacity to remunerate care-givers. As such there is need to lobby government so that care-workers are supported because they are saving the country a lot of money. In terms of responsibility for care workers, the National AIDS Council (NAC) is solely responsible for care givers though they have also cited that the burden is overloading them. Participants saw the need for councils to start budgeting on care work activities like the provision of gloves and other necessities.



Participant strongly expressing a view Photo: Tapiwa Zvaraya

Gender & Local Economic Development

Definition of Terms

Local Economic Development

Local Economic Development (LED) was defined as the process by which public, business and non-governmental sector partners work collectively to create better conditions for economic growth and employment creation. The group was introduced to the module on gender and economic development. Participants analysed the "wake-up model."

Goromonzi's LED Initiatives

In a bid to promote LED, Goromonzi Rural District Council allocates home industry stands to locals with small businesses. In addition council offers land for herbal gardens. The council has irrigation schemes for ease of farming to its community. There are borehole committees which are managed by women who have also been trained to repair the boreholes. Furthermore the council is employing youths, both boys and girls to assist in maintaining roads and

Barriers to participation in LED

The group cited they were in agreement to the barriers to participation in LED as stated in the manual. These included:

- Bureaucracy.
- Un-user friendly forms.
- Lack of representation in decision making structures.

- Limited skills development to certain occupations and positions.
- Cultural constraints on mobility of women.

- Multi-tasking leaves almost no free time or energy for participation in public affairs.

Gender, Climate Change & Sustainable Development

Definition of Terms

Climate Change

Participants unilaterally stated that climate change was the change in weather patterns wholly or indirectly attributed to human activity.

Sustainable Development

Participants defined sustainable development as development that meets the needs of the current generation without compromising the ability of future generations to benefit from the same development.

Link between Climate Change & Sustainable Development

The group highlighted that there was a relationship between climate change and sustainable development in terms of human activity. It is thus the council's prerogative to handle climate change issues and the effects it may bring to the council.

Goromonzi's Climate Change Issues

Goromonzi has been experiencing changes in the climate. These include:

- Varying weather conditions (you can have summer and winter in the same day).
- Late rainfall.
- Extreme temperatures (too hot or cold).

Participants stated the causes of these as indiscriminate cutting down of trees, stream-bank cultivation, veld fires, carbon emissions and industrial effluent. In terms of solutions to some of these problems council stated that the fact Rural District Councils had Environment and Agriculture committees it was their function to handle climate change issues. Over and above councils were reliant on Environmental Management Agency who was the regulatory body who enforced laws to discourage activity that poses a threat to the environment. EMA has monitors in the wards and villages who report to them if anything is amiss.

Participants went through the gender dimensions of climate change and the general consensus was that women and children were mostly affected in the following areas:

- Migration.
- Water.
- School drop-out.
- Health.
- Mortality.
- Land.

Outputs

Goromonzi Rural District Council Draft Gender and GBV Action Plan.

Closing Remarks

The council chairperson, Alderman Juru gave the closing remarks, in which he thanked GL for their program. He stated that comparing prior workshops to this one, this one has brought transformation. We have been taught in all our different ages. He acknowledged that Manyame RDC showed a lot of commitment and organisation. We have learnt something from them. It is imperative that we go to Manyame RDC and look at how they have managed to handle the gender issue. "Let us have these exchange visits so that we learn from each other. We hope that we will have more councils from Mashonaland East coming into the program just like the two councils here", he said.



Alderman Juru closing the workshop Photo: Tapiwa Zvaraya

ANNEXES

ANNEX A: PROGRAMME

STAGE FOUR AND FIVE: INCEPTION & ACTION PLANNING WORKSHOP



DAY/TIME	ACTIVITY	TIME	WHO
DAY ONE:			
8:00 – 8:30	Registration	30 min	GL
8:30 – 8:45	Opening	15 min	GL/C. Chinyemba
8:45 – 9:00	Introductions and objectives Expectations from participants To develop guidelines of participation Eyes and Ears	15 min	GL/C. Chinyemba
Key gender concepts			
9:00 – 10:00	Sex and gender	1 hour	GL
10:00-10:30	Group work on stereotypes	30 min	All
10:30 – 11:00	<i>TEA</i>		All
11:00-11:30	Report back	30 min	All
Gender, governance and transformative leadership			
11:30-12:00	At the Coalface DVD	30 mins	
12:00- 13:00	Access, participation, transformative leadership Group work (role plays)	1 hr	GL/All
13:00 – 14:00	<i>LUNCH</i>	30 min	GL
Conflict resolution			
14:00 – 14:30	What is conflict?, Conflict at the local level	1 hr	GL
14:30-15:00	Resolving conflict	30 min	All
15:00 – 15:30	<i>TEA</i>	30 min	GL
Gender policy and planning concepts			
15:30 – 17:00	Practical and strategic needs Gender mainstreaming Gender blind and gender aware policies Gender disaggregated data Gender budgeting	1 hr 30 min	GL
17:00	Closure		All
DAY TWO:			
Gender and the economy			
8.00 – 8.30	The unwaged work of women	30 min	GL
8:30 – 9:30	Care work	1 hr	GL
Local Economic Development			
9:30 – 10:30	Gender and local economic development Strategies for local economic development	1 hr	GL
10:30 – 11:00	<i>TEA</i>	30 min	All
Sustainable Development (Climate Change)			
11:00 – 11:45	Definitions / background Impact of climate change on gender	45 min	GL

DAY/TIME	ACTIVITY	TIME	WHO
Gender Based Violence			
11:45-12:30	Key GBV provisions in the SADC Protocol on Gender and Development. GBV as a key service delivery issue	45 min	GL
Developing a Gender Action plan			
12:30 – 13:00	Developing a gender and GBV action plan	30 min	Groups
13:00 – 14:00	<i>LUNCH</i>		
14:00 – 15:00	Developing a gender and GBV action plan	1 hr	Groups
15:00 –15:30	<i>TEA</i>		
15:30 –17:00	Developing a gender and GBV action plan	1 hr 30 min	Groups
17:00	Closure		
DAY THREE: Cont. Developing a Gender Action plan			
8:00 – 9:30	Developing a gender and GBV action plan	1 hr 30 min	Groups
Prioritising the action plans			
9:30 – 10:30	Prioritising the action plans	1 hr	Groups
10:30 – 11:00	<i>TEA</i>	30 min	
11:00-12:00	Review of action plan	1 hr	Groups
12:00 -12.30	Agreement on gender task team to finalise plan	30 min	Groups
12:30-13.00	Closure, way forward and agreement on how the plan is to be adopted	30 min	All

ANNEX C: GOROMONZI RDC GENDER AND GBV FLAGSHIP ACTION PLAN

GOROMONZI RDC 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
GENDER POLICY FRAMEWORK								
Increase council's level of awareness around national, regional, international commitments that the country has made especially the SADC Protocol on Gender and Development and the National Gender Policy	<i>What is the current level of awareness?</i> ZILGA Gender Policy Document	Laws and policies are accompanied by public awareness campaigns to demonstrate link between equal representation participation of men and women to democracy, good governance and citizen participation.	Increased participation of women and men on gender and economic development	Consultation with various stakeholders Carrying out gender awareness campaigns Gender awareness Commemorations	Goromonzi Rural District Council Gender Policy Document	All relevant stakeholders	By 30 th June 2013	USD 2 500
Ensure that there is a gender policy in	<i>Has a gender policy framework been drafted and</i>	Laws and policies put in place to enable women to	To have a Gender Policy Framework	Consultations Drafting Adoption	Gender Policy Framework	All relevant stakeholders	By 30 th June 2013	USD 2 500

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
the council and it is implemented.	<i>approved.</i> Not yet	have equal opportunities with men to participate			k	rs		
Gender issues are given a high political profile by the Council and has a political champion								
GOVERNANCE								
Representation								
To increase the representation of women councillors in the next elections to ensure that the SADC target of 50% women in local government is achieved by 2015.	<i>What is the % of women councillors in the municipality?</i> 13% (4)	At least fifty percent of decision-making positions in public and private sectors are held by women; affirmative action measures in effect.	To have 50% female councillors	Encouraging women to participate in local governance	50% female representation in council	Local Politicians and Gender Committee	31 st March 2013	USD 1 500
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> 1: 3 (33%)	Policies, strategies, and programmes for building capacity of women to participate effectively through leadership and gender sensitivity training and mentoring.	To have 50% representation of women chairing Goromonzi Rural District Council committees	Campaigns for women councillor positions	50% women Council Committees chairpersons	GRDC	By 2013	USD 1 200
To educate communities and	<i>Has there been a 50/50 campaign</i>	Legislative measures and	To have 50/50 representation in	Awareness Campaigns on	50/50 Represent	All Stakehold	By 2013	USD 1 000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
raise awareness about the importance of women's equal representation in local councils	<i>or any other awareness raising on women's equal participation?</i> No	public awareness campaigns to emphasise that women's representation and participation are an important component of democracy and good governance.	GRDC	50/50 representation	ation in GRDC	ers		
Political participation								
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?</i> Not yet	Policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	Creation of caucus	Forming GRDC Women Councillors' Caucus Dialogue with other women's multi party caucus groups	GRDC Women Councillors' Caucus	All Women Councillors, MPs and Senator if the latter are female	30 th June 2013	USD 1 500
	<i>Has any networking been done with other women's caucuses?</i> Yes, through ZILGA annual Women's Forum		Increase in network opportunities	Attending ZILGA annual Women's Forum	Report of ZILGA annual Women's Forum	Selected Women Councillors	2013	USD 3 200
To empower women councillors to advocate for gender equality	<i>Has there been a skills audit? What kinds of skills exist?</i> Not done yet	Policies, strategies and programmes for building the capacity of women to participate effectively through	Audit Report on women councillors' skills	To carry out a women councillors' skills audit	Skills Audit Report	GRDC	2013	USD 1 250
	<i>What training has</i>		Initiate training	To train women	Training	All female	2013	USD 3 000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>already been done?</i> Not yet	leadership and gender sensitivity training and mentoring.		councillors on gender equality	Report	councillors		
To empower men on gender issues and mobilise their support.	<i>What training has already been done – how many men participated?</i> Not yet	Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	Initiate training	To train male councillors on gender equality	Training Report	All male councillors	2013	USD 3 000
	<i>Have any dialogues with male Cllrs been held?</i> Not yet		Enhance networking opportunities for men	To have dialogues with male Councillors	Training Report	All male councillors	2015	USD 3 000
Public participation								
To ensure that women and men participate equally in local government and community matters	<i>What is the representation of women and men in ward committees?</i> 2:1 (there are more women)	At least 50 percent of decision-making positions in public and private sectors are held by women; affirmative action measures in effect.	Increased participation by men	Campaigns for equal participation of men and women in ward committees	50/50 ward committees	All stakeholders	2015	USD 2 500
	<i>Are there gender disaggregated statistics on the consultative meetings?</i> Yes, it is there	Women and men participate equally in all governance structures.	GRDC Gender database on consultative meetings	Hold at least 4 consultative meetings per annum	Up to date data base	GRDC and all stakeholders	2013	USD 3 500
	<i>Have any workshops been conducted with men's groups?</i> Not yet	Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	Initiate meetings with men's groups	To hold at least 4 consultative meetings with men's groups per annum	Reports on the meetings	All male groups	2015	USD 4 500

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
PLANNING								
To ensure that targeted planning and service delivery takes place in the council women are consulted equally in policy-making processes.	<i>Is the Council's strategic plan gender aware?</i> <i>At the moment council has no strategic plan. Operations being guided by ARDCZ act</i>		Council strategic plan	Consultation with relevant stakeholders on developing a strategic plan	Strategic plan document	HR	June 2013	
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>	Equal participation of women and men in policy formulation and implementation of economic policies.	Council strategic plan	Doing awareness campaigns	Strategic plan document	PLANNING COMMITTEE	2014	
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES								
Local economic development – The economy and job creation								
To facilitate access to equal employment opportunities	<i>Is there gender disaggregated data on jobs created through Council activities?</i> <i>no</i>	Equal opportunity: ensure that women and men have an equal chance to participate in and implement economic decisions and policies.	Council strategic plan	Doing awareness campaigns for policy-makers and management	Compiling a data-base of people employed through the programm	HR	DECEMBER 2014	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
					e			
To provide gender aware support to the informal sector	<i>How gender aware is council assistance to the informal sector?</i> <i>COUNCIL IS FULLY AWARE</i>	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.	STRATEGIC PLAN	Doing awareness campaigns for policy-makers, beneficiaries and management	Balanced sex amongst beneficiaries	HR	DECEMBER 2013	
To ensure that women and men have equal access to financial resources	<i>Does the Council have any financial schemes or influence over any financial schemes to assist LED? Are these gender aware?</i> <i>NO</i>	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.	Council strategic plan	Doing awareness campaigns for women, men, policy-makers and management or flying advets as in the local media	Balanced benefiting of women and men	finance	June 2013	
To ensure that women and men have equal access to new technologies for	<i>Does the Council have any technology schemes or influence over</i>	Ensure that women and men have access to modern, appropriate and affordable	Council strategic plan	Technology literacy training	Balanced technology literacy	finance	January 2014	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
improving the efficiency of their enterprises.	any technology schemes to assist LED? Are these gender aware? yes	technology and support services.						
Procurement								
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? no</i>	Women benefit equally from economic opportunities, including those created through public procurement policies.	Council strategic plan	Awareness campaigns to policy-makers	Balanced winning of tenders	finance	December 2013	
CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT								
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? no</i>	Laws and policies: review all policies and laws that determine whether women can access, control, and benefit from, productive resources.	Council strategic plan	Doing awareness campaigns in the communities	Reduced environmental depleting activities	Environmental management committee	June 2014	
To involve women, as key stewards of the environment, in environmental	<i>Are women involved in drawing up policies and plans for "going</i>	Equal participation of women and men in policy formulation and implementation of	Council strategic plan	Awareness campaigns in the communities	Increased go green activities by women	Environmental management committee	End of 2014	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
preservation	<i>green” no</i>	economic policies.				e		
To involve women in projects and green business ventures, e.g. waste management.	<i>Are there any green business ventures? yes</i>	Women benefit equally from economic opportunities, including those created through public procurement policies.	Council strategic plan	Awareness plans in the communities	Increased go green activities by women	Environmental management committee	End of 2014	
To take into account the needs of women in emergencies and disasters	<i>How gender aware are existing disaster management plans? no</i>	Policy measures to ease the burden of the multiple roles played by women.	Council strategic plan	Awareness campaigns amongst policy-makers and management	Provision of quick solutions to women’s problems during disasters	Environmental management committee	2013	
INFRASTRUCTURE								
Housing								
To promote the equal rights of women to land tenure	<i>What proportion of stands (ERF’s) are owned by women? 10</i>	Collect and analyse baseline data against which progress in achieving targets will be monitored.	30 percent of Stands to be allocated to given women	Making sure that the 30 percent is registered in the names of women		Planning department	6 mths	
	<i>Do any policies exist to ensure women’s access to land tenure? no</i>	Laws and policies: review all policies and laws that determine whether women can access, control, and benefit from,	Policy recommendation	Resolution to ensure women access to land		Planning committee and full council for adption	6m	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
Ensure health facilities are accessible to women	<i>How many mobile clinics are there currently? Which communities do these clinics service?</i>	Legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care.	Improving and maintaining our road network	Bought a motorised grader		Council and ministry of health		
HIV AND AIDS AND CARE WORK								
Prevention								
To establish the gendered dimensions of HIV/AIDS and to raise awareness on the pandemic in the Council.	<i>Does the Council have gender disaggregated data on HIV and AIDS? yes</i>	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Statics	Formation of support groups		Council ministry of health and Ngo s	ongoing	
To run gender-aware prevention campaigns	<i>Do prevention campaigns emphasise differences in power relations between women and men? yes</i>	Develop gender sensitive strategies to prevent new infections.	Pamphlets	meetings		Council health	3 months	
	<i>Do prevention campaigns emphasise the dangers of multiple concurrent partners? yes</i>		Use of I e c material	Distribution of condoms and p I t c		Ministry of health and council	ongoing	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>Is the female condom available? If so where? yes</i>		Yes in all our health centre	Distribution and educating man and women		Ministry of health and council		
To ensure that messages of generational sex and multiple partners are addressed	<i>How has the municipality participated in awareness campaigns in the past? resourceses Has the municipality actively participated and promote the 16 Days Campaign in the past? no</i>	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	Campaigns and distribution of iec material NA	Empowering women and the girl child		Council ministry of health and NGO		

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		AIDS.						
To raise awareness that there is an increased risk of contracting HIV/AIDS as a result of sexual assault.	<i>Are there any awareness campaigns in the Council on the link between gender violence, HIV and AIDS? YES</i>	Information on services available to survivors of gender based violence AND Laws on gender 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.	Campaigns on sexual assault	Giving information on		NGOs Council Ministry	6 months	
To educate women who are not aware of the need to avail themselves of Post Exposure Prophylaxis (PEP) and emergency	<i>Is PEP readily available at all health facilities? If not, at how many facilities is it available? NO</i>	Ready access to post exposure prophylaxis at all health facilities to reduce the risk of contracting HIV.	Drugs are now in the district	Sensetisation of pep and Ic in the community		Council and Ministry of education		

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
contraception in the event of a sexual assault.								
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? 20 AND 80</i>	Collect and analyse baseline data against which progress in achieving targets will be monitored.	P I T C	Prevention Counselling Testing Care and support		Ministry Council and relevant stake holders	On going	
Treatment								
To address unequal access to treatment; especially inhibitions by men to accessing treatment	<i>What proportion of women compared to men access free treatment? 1:5</i>	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Information dissemination to women	Encouraging support groups within women		Community Council ministry of health		
Care								
Ensure that the council addresses the gendered dimensions of care work	<i>What proportion of care givers in the community are women?</i>	Policies and programmes to ensure appropriate recognition of the work carried out by care givers, the majority of whom are women, the allocation of resources and the psychological support for care	Equal percentage of men and women in care work	Sensetisation of men about care giving		Council Relevant stake holders		
	<i>Do care givers receive any remuneration NO</i>		no	Proposing projects for renumeration of care givers		Council		
	<i>What support do care givers receive UNIFORMS</i>		identification	GIVING uniforms and kits		NGO		

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	Do care givers receive training? What kind?	givers as well as promote the involvement of men	KNOWLEDGE	Workshops with the care givers		Council NGO COUNCIL		
	Are there any efforts to involve men in care work? Yes	in the care and support of people living with HIV and AIDS.	Men are now in the care giving programme	Encouraging men to participate		Council NGO s ministry of health	6 months	
Social development								
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? Formation of teams</i>	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Provision of land for recreation facilities	Construction of the grounds		Council Relevant stakeholders		
	<i>Are there any awareness programmes or training materials covering parenting responsibilities? If there are, are they gender sensitive? non</i>			NA				
FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE								
Prevention								
To contribute to the SADC Gender Protocol	<i>What are the current statistics on</i>	Collect and analyse baseline data against	More people reporting cases	-awareness campaigns on DVA cases.	Reduced cases of GBV.	Council,Z RP,social services,	Once a quarter by 2015.	\$24 000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
target of halving gender violence by 2015.	<i>GBV in the municipality?</i>	which progress in achieving targets will be monitored.		Awareness campaigns on family laws and inheritance laws.	Informed Community. More cases reported.	WAGCD. NGO's		
	<i>Females 33 Males 15 Children 45 per month.</i>	Integrated approaches, including cross sector structures with the aim of reducing current levels of gender based violence, by half by 2015.		Children taken orphanage homes. Counselling services offered to victim survivors. Free medical treatment to victims.				
Public awareness campaigns								
To educate communities to challenge and eradicate gender based violence.	<i>How has the municipality participated in awareness campaigns in the past? Has the municipality actively participated and promote the 16 Days Campaign in the past?</i>	Introduce and support gender sensitisation and public awareness programmes aimed at changing behaviour and eradicating GBV in all sectors of society.	More cases of GBV are Reported.	Mobilization, information dissemination, 4Ps awareness campaigns.	Reduced cases of GBV, More people will engage in developmental programmes.	Council, ZRP, Social services, WAGCD, NGO's	twice a year by 2015.	\$12 000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		Ensure the inclusion of men in all gender related activities including gender training and community mobilisation.	More men are participating in gender related programmes. Informed community leaders.	Mobilization, Workshop for community leaders who will decent to the community.	Equal number of men and women participating in developmental programmes. Informed community.	Council, ZRP, WAGCD, Social services, NGO's.	Once in a quarter ending 2015.	\$12 000
Response								
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> <i>There are no street lights.</i>	Accessible, effective and responsive police, prosecutorial, health, social welfare and other service to redress cases of gender based violence.	Court summons to perpetrators, arrest of actual perpetrators by ZRP, Victims are medically treated by health. Home based care to the victims.	Workshops on GBV, Sensatisation meetings on GBV.	Perpetrators will do community services, protection orders are issued.	Council, ZRP, Social services, WAGCD, NGO's	By December 2013	\$3 000
	<i>Are any of the police stations within the</i>	Specialised facilities, including support	Counselling rooms, refresher	Construction of counselling rooms at the	Trained female officers.	Council, ZRP, Social	31 st December ending	\$60 000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>municipality equipped (private room, female officers etc) to deal with cases of GBV?</i>	mechanisms for survivors of gender based violence.	courses of counselling skills.	police stations. Training in counselling skills.	Reduced cases of GBV.	services, WAGCD, NGO's	2015.	
		Community sensitisation programmes regarding available services and resources for survivors of gender based violence.	More women and men engaging in developmental programmes.	Sensitisation meeting and trainings.	Empower ed women and men.	Council, ZRP, Social services, WAGCD, NGO's and AGRITEX.	31 st December ending 2015.	\$15 000
		Establish special counselling services, legal and police units to provide dedicated and sensitive services to survivors of gender-based violence.	More women and men requesting counselling services. More women and men requesting peace orders from Min of Justice.	Awareness meetings, training and workshops on GBV.	Counselling, protection orders and reformed citizens.	Council, Social services, WAGCD, NGO's and ZRP	31 st December ending 2015.	\$30 000
Support								
To implement a plan and actions that supports survivors of	<i>How many places of safety and care are there within the municipality?</i>	Provide specialised facilities, including support mechanisms for	Safe houses for victims	Lobby through council and other stakeholders for the construction of safe houses.	Victims protected Safe house construct	Council, social services, WAGCD, ZRP, NGO's	31 st December ending 2015.	\$30 000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
GBV	<i>nil</i>	survivors of gender-based violence.			ed.			
	<i>How many counselling facilities are there within the municipality?</i>							
	<i>What publications and information exists on where to get help, and how is this being disseminated currently?</i>		Community does not have information.	Information dissemination, To have own district newspaper and magazine.	Informed community.	Council,ZRP, Social services, WAGCD, NGO's	31 st December ending 2015.	\$3 000
Coordination								
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> <i>Nil</i>	Integrated approaches, including cross sector structures with the aim of reducing current levels of gender based violence, by half by 2015.	Coordinating committee	Committee meetings	Active GBV committee.	Council, ZRP, Social services, WAGCD, NGO's and other stakeholders.	31 st December 2015	\$15 000
Budget allocation								
To ensure that Councils commit budget and resources to	<i>Is there a budget line for addressing GBV in the Council?</i>	.	Draft budget for GBV	Consultation meetings for the budget.	Approved budget.	Council, ZRP, Social services,	Once a year up to 2015.	\$6 000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
addressing GBV	<i>Nil</i>					WAGCD, NGO's and other stakeholders.		
Monitoring and evaluation								
To ensure that efforts to address GBV are monitored and evaluated	No m&e tools	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Creation of m&e tools	Come up with policies that enable the creation of m & e tools	M&E tools	Council, MWAGCD, ZRP		
Best practices								
To showcase best practices to end GBV	No best practice		One best practice	Encourage council to identify best practices	1 best practice	council		
EMPLOYMENT PRACTICES AND ENVIRONMENT								
To increase the representation of women employed in the council.	<i>What steps have been taken to prioritise gender equity in performance plans? Formulating gender equity policy</i>	At least 50% of decision-making positions in the public and private sectors are held by women including the use of affirmative action measures.	Gender equity policy	To consider 50% gender sensitive.	Gender equity policy Minutes/ resolution of creation of gender equity policy	MWAGCD; COUNCIL; CEO, COM MITTEE SECRETARY	2013-2015	
	<i>What are the current gender statistics of employees in the</i>	Review, amend and enact laws and policies that ensure women and men	To increase the number of women employed by council	To encourage females to apply for vacant post advertised by	Affirmative action policy document.	Human resources committee local	2013-2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>municipality? 33 employees IN COUNCIL (7 women, 26 male) what % men and women occupy management 1 woman 3 men positions – what is the breakdown per department?</i>	have equal access to wage employment in all sectors of the economy.		council. To come up with an affirmative action policy.	Interviews score sheets as it is a tangible document Copy of the adverts	government public service commission		
	<i>Who is responsible for ensuring that targets are met? Is this included in their contract?the human resources manager. Yes it is included in his contract.</i>		The hrmd employment contract.	To implement the resolutions passed by council.	Minutes of council.	Human resources committee	2013-2015	
	<i>Has any work been done in this area?nothing has been done.to formulate affirmative policy.</i>		Affirmative action Policy document	To consider 50% gender sensitive.	Council minutes.	Council.	2013-2015	
Selection and recruitment								
To ensure that the recruitment and selection process offers equal opportunity	<i>What kind of employment equity plan is in existence?none. to put in place</i>	Affirmative action measures with particular reference to women in order to		To formulate an equity employment policy.	Council minutes.employment equity plan	Council.	2013-2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
to women.	<i>the employment equity plan.</i>	eliminate all barriers that prevent them from participating meaningfully in all spheres of life and create a conducive environment for such participation.			document.			
	<i>What are the targets for ensuring women's equal representation at all levels?to achieve 50% women representation.</i>							
	<i>Has gender been incorporated into policies and processes? No.to formulate a gender equity policy.</i>	Eradication of occupational segregation and all forms of employment discrimination.	To increase the number of women participation in council programmes.	To encourage females to participate in all council programs	Gender equity policy, council minutes,	Council.		
	<i>Are women and men paid equally for the work they do? Yes.</i>	Equal pay for equal work and equal remuneration for jobs of equal value for women and men; and	To maintain the current scenario of equal payment of both male and female	That's what is being practiced by council	Payslip GRDC salary scale structure sheet	council		
	<i>What is the policy on maternity leave? 90 days including weekends</i>	Enact and enforce legislative measures prohibiting the dismissal or denial of recruitment on the grounds of pregnancy or maternity leave.	Number of females going on leave	Processing of leave forms	Leave schedule	HRM&D	On going	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
Capacity building								
To ensure that training is done to educate all employees and community groups on gender	<i>What training has already been done? Borehole maintenance</i>	Ensure equal participation of women and men in decision making by outing in place policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	Increase the number of female pumpminders	Both male and female were trained as pumpminders.	Reports ,certificates, rehabilitated and repaired boreholes			
Work conditions and environment								
To facilitate women's equal participation in the workplace by providing support for parents because parenting responsibilities have continue to be the main responsibility of women.	<i>What childcare facilities are currently available? Immunisation.</i>	Provide protection benefits for women and men during maternity and paternity leave.	Number of children immunised	Immunisation of children.	Reports immunised children.	Social services committee	On going.	
	<i>Is there any such arrangement currently?yes.</i>	Conduct time use studies by 2015 and adopt policy measures to ease the burden of the multiple roles played by women.	The number of mobile clinics.	Through the media adverts.	As above.	Social services.	On going.	
	<i>Has this issue ever been addressed? How?yes.immunisation.</i>		As above.					
	<i>Are there any such programmes?</i>							
<i>What crèche facilities exist?</i>		Creation of crèche facilities	Access to land for building facilities	Creche facilities	Housing section	Ongoing		

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>Nil</i>							
Address issues of sexual harassment in the council.	<i>Is there a sexual harassment policy in existence? Council has a code of conduct that states sexual harassment</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 perpetrators of sexual harassment.	Number of reported cases of SH in the workplace	Encourage employees to be open about SH issues make sure that employees understand the provisions of Code of conduct	Code of Conduct	HR Dept,	Ongoing	
	<i>What kind of safety measures are in place currently? There is a confidential grievance procedure that employees go through</i>		Reduced incidences of SH in the workplace	Encourage all employees to report SH in the				
GENDER MANAGEMENT SYSTEM								
Gender structures								
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	<i>Has any work been done in the establishment of structures?</i>	Establish and strengthen structures to enhance gender mainstreaming.						
	<i>Is there a committee in Council responsible for gender?</i>							

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
all managers.								
	<i>Has a gender technical task team: comprising the GFP has been formed?</i>							
	<i>Have gender focal points been established in all departments? Have TOR been drafted?</i>							
	<i>Has a gender specialist been recruited?</i>							
	<i>Has gender been written into the performance agreements of senior managers and GFP?</i>							
	<i>Is the GMS known, has it been publicised?</i>							
Budget, monitoring and evaluation								
To make use of gender disaggregated data for monitoring and evaluation to ensure that	<i>Does sex disaggregated data exist? Is it applied?</i>	Ensure gender sensitive and responsive budgeting at the micro and macro levels, including tracking,						

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
gender equality is being strived for.		monitoring and evaluation.						
To ensure that resources are being allocated to gender priorities.	<i>Are there direct or budget allocations for advancing gender equality?</i>	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.						
	<i>Do women and men benefit equally from budget allocations?</i>							

ANNEX D: EVALUATION

Date: 4-5 December 2012

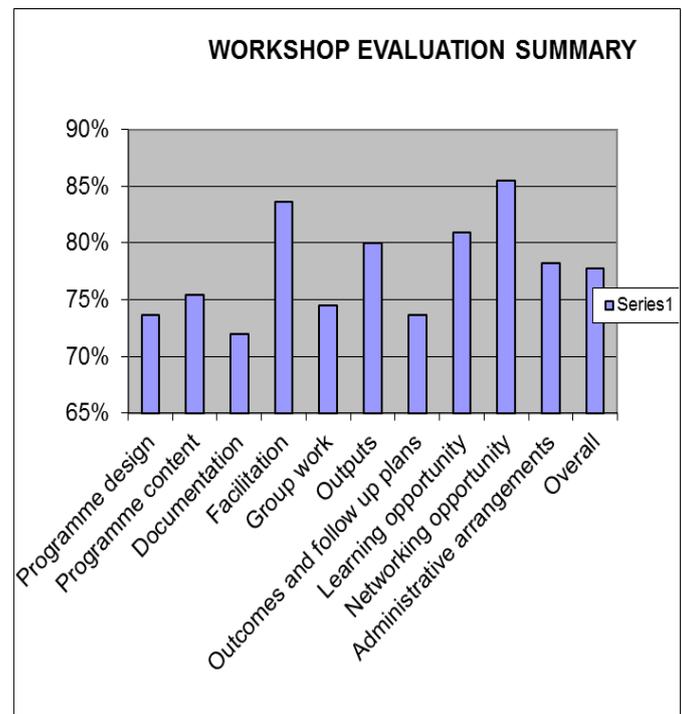
Venue: Bronte Hotel

11 Evaluations received

	1	2	3	4	5	6	7	8	9	10	Total
Programme Design				1	1	1	2	4	0	2	11
Programme Content					1	2	2	3	2	1	11
Documentation		1	0	0	0	1	3	2	3	1	11
Facilitation					1	0	1	4	2	3	11
Group Work						4	2	2	2	1	11
Outputs						2	2	4	0	3	11
Outcomes & Follow Up plans					1	2	4	1	2	1	11
Learning Opportunity						1	3	3	2	2	11
Network Opportunity					1	0	2	1	3	4	11
Administrative Arrangements					1	2	1	3	2	2	11

WORKSHOP EVALUATION SUMMARY

	Evaluation area	Rating
1	Programme design	74%
2	Programme content	75%
3	Documentation	72%
4	Facilitation	84%
5	Group work	75%
6	Outputs	80%
7	Outcomes and follow up plans	74%
8	Learning opportunity	81%
9	Networking opportunity	85%
10	Administrative arrangements	78%
11	Overall	78%



COMMENTS

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

- All sessions because the workshop was beneficial to all who attended.
- Group work. We shared ideas.
- Conflict Resolution. It's a common problem in council that can paralyse council programmes.
- Access, Participation and Transformation. Learnt why there are fewer women in top political positions. The unwaged work of women topic was intriguing.
- Action Plan. I learnt a lot out of it.
- Gender Based Violence. It protects all men and women and promotes equality in governance.

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

- None. All sessions were useful.
- Impact of climate change on gender. I still believe that the impact is not sex specific.
- Gender Dimensions of Climate Change.
- Conflict Resolution.

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

- Educating others who did not attend the workshop on what we have learnt.
- Inform my workmates about gender issues.
- Holding gender awareness campaigns in my ward.
- Prepare policy papers and submit to council for adoption.
- Prepare learning material that is gender sensitive.
- I will have to start by applying what I have learnt in my home.

4. Any other comments?

- This workshop was an eye opener to all participants and very educative.
- Time for action planning should be given more priority to allow for careful thought and input.
- It has been very useful and we hope to continue with the workshops and a follow-up plan.