

Situational analysis report

Country: Botswana

Name of Council: Jwaneng Town Council

Synopsis

Why does this council have an interest in developing a gender policy?

To implement the gender action plan which is directed by a policy and strengthen gender mainstreaming in the council.

Strengths: The council has a Gender Based Violence and Gender action Plans drafted, a strategic plan has been drafted which soon will mainstream gender. Some staff members have been trained on gender by Gender links & BALA

Challenges:

Lack of gender budget in the council

The council has no gender officer to implement the gender policy

Promotion & Transfer of staff to other councils

MandEScore01:

Gender Scorecard for Local Councils

How Gender Sensitive is Your Council?

We are partly gender sensitive as we always participate in the international commemorations but were behind on gender training

Results of scorecard:

TARGET	SCORE OUT OF 10			
	COUNCIL	GL	AGREED	Do not know
POLICY FRAMEWORK			Agreed by GL	
1. The council is aware of national, regional, international commitments that the country has made especially the SADC Protocol on Gender and Development and the National Gender Policy	2	2	√	

TARGET	SCORE OUT OF 10			
	COUNCIL	GL	AGREED	Do not know
2. There is a gender policy in the council and it is implemented.				
GOVERNANCE				
Representation	4	4	agreed	
3. There are equal numbers of women and men councillors in the council.				
4. There are equal numbers of women and men in decision-making positions in council, Mayoral committee, chairs of committees etc.				
5. There is gender balance on all community committees.				
Participation				
6. Women and men participate equally in council meetings.	7	7	√	
7. Women have an influence on decisions taken by the council.	0	0	√	
Public participation				
8. There is equal participation of women and men at public meetings and events.	5	5	√	
PLANNING				
9. Targeted gender planning and service delivery takes place in the council	5	5	√	
10. Strategic objectives of the Council explicitly mention gender.	0	0	√	
11. Information is collected from women about their constraints, opportunities, incentives and needs and women are consulted in the drawing up of plans and policies.	0	0	√	
12. There are gender indicators in all plans.				
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES	5	5		
The economy and job creation				

TARGET	SCORE OUT OF 10			Do not know
	COUNCIL	GL	AGREED	
13. The council has a local economic development plan that targets women entrepreneurs as key beneficiaries				
14. Women and men benefit equally from informal trading facilities in the council.				
Procurement				
15. The council has a procurement policy that sets a target for increasing the number and value of contracts received by women.	0	0	√	
Housing				
16. The council keeps sex disaggregated data on title deeds.	N/A	N/A	√	
17. The council has taken steps to ensure that women benefit equally from land and housing opportunities.	N/A	N/A	√	
Utilities				
18. The council has sex disaggregated data on who has access to basic services i.e. Male and female headed households.	N/A	N/A	√	
19. Women are involved in the planning, management and maintenance of these services and facilities.	N/A	N/A	√	
Transport				
20. Women are consulted in regard to their transport needs.	N/A	N/A	√	
Health	N/A	N/A		
21. Health facilities are easily accessible to women.	5	5	√	
22. The council keeps sex disaggregated data on HIV and AIDS.	N/A	N/A	√	
23. There is a gender aware HIV and AIDS public education and awareness campaign.	N/A	N/A	√	
24. PEP is available at all health facilities and there are information campaigns surrounding this.	N/A	N/A	√	

TARGET	SCORE OUT OF 10			Do not know
	COUNCIL	GL	AGREED	
Environmental health	10	10		
25. Women are consulted in the management of waste.				
26. Women and men benefit equally from business opportunities in this sector.				
Social development				
27. The council keeps sex and age disaggregated data on the use of existing facilities, e.g. retirement centres, community centres, libraries and Women, girls, men and boys benefit equally from budget allocations for sports and recreation facilities	0	0	√	
GENDER SPECIFIC PROGRAMMES				
28. The council is involved in gender-specific programmes	0	0	√	
Educare				
29. There has been an assessment of the need for child care facilities.	5	5	√	
Gender based violence (GBV) flagship				
30. The council has an action plan and budget for addressing GBV. This has been mainstreamed into planning processes.	7	5	√	
Prevention				
31. A safety audit has been conducted to ascertain whether the city/town/ village is a safe place for women, i.e. To walk around safely at night and in the day.	8	8	√	
32. There is sufficient lighting on streets and in public spaces and all streets are named clearly.				
33. Public transport is safe for women and children.				
Public awareness campaigns				
34. The council participates in campaigns to raise awareness on	4	4		

TARGET	SCORE OUT OF 10			Do not know
	COUNCIL	GL	AGREED	
gender based violence (GBV), such as the Sixteen days of activism.				
Response and coordination				
35. The council has up to date crime statistics disaggregated by sex.	N/A	N/A	√	
36. There is a good working relationship between the police and community, especially women. Women are adequately represented in community policing forums.				
37. Police and justice service providers are given training on how to handle cases of gender based violence (GBV).				
Support				
38. The council has established or supports victim support/ empowerment programmes (VEP), including places of safety and day care centres.	5	5	√	
EMPLOYMENT PRACTICES AND ENVIRONMENT				
Selection and recruitment				
39. Women and men are employed in equal numbers across jobs, grades and in management positions and are equally remunerated for equal work.	8	8	√	
40. There is an affirmative action policy that specifically addresses redressing gender inequalities.				
Capacity building				
41. Diversity and gender training is provided for both women and men in the council, at all levels and is done in a systematic way.	4	4	√	
Career pathing				
42. Women and men are given equal opportunity for growth within the council and have equal access to training and promotion opportunities	10	10	√	

TARGET	SCORE OUT OF 10			Do not know
	COUNCIL	GL	AGREED	
Working conditions and environment				
43. The council provides equal benefits for women and men, including maternity and paternity leave.	7.5	7.5	√	
44. There is a sexual harassment policy that is enforced.				
GENDER MANAGEMENT SYSTEM				
Gender structures				
45. The council has set up a gender structure, including a gender focal person, which has a budget and is empowered to do its work.	0	0	√	
46. Gender is written into the job descriptions and performance agreements of managers and key functionaries				
Budgets				
47. A share of expenditure is explicitly targeted at promoting gender equality.	0	0	√	
48. Women are able to benefit equally and meaningfully from the resources allocated to mainstream projects.			√	
Monitoring and evaluation				
49. Service, employment, procurement statistics are disaggregated by sex and gender indicators have been put in place for planning and human resource management systems.	0	0	√	
Political profile and champion				
50. Gender issues are given a high political profile by the Council and has a political champion	4	4	√	

EMPLOYMENT PRACTICES AND ENVIRONMENT

CATEGORY	No of women	%	No of men	%
Top management	0	0%	3	100%
Senior Management	8	44%	10	56%
Professional	7	41%	10	59%
Secretarial/ clerical	10	77%	3	23%