

# REPORT

## MOLEPOLOLE SUB-COUNCIL LOCAL GOVERNMENT GENDER AND GENDER BASED VIOLENCE ACTION PLAN DEVELOPMENT WORKSHOP 3-5 AUGUST 2010



**Official opening of the Gender & Local Government workshop  
at Molepolole Sub Council**

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## **Overview**

The gender and gender based violence action plan workshop for Molepolole Sub-Council took place from 3-5 August 2010 and the purpose of the workshop was to popularise the SADC Protocol on Gender and Development in all the local districts in Botswana and develop local gender and gender based violence action plans that will be rolled out in the respective local councils.

The workshop was undertaken in partnership with Gender Links and the Botswana Association of Local Authorities (BALA), which played a key role in mobilising the participants of the workshop. The workshop was the 16<sup>th</sup> of the gender action plan workshops for councillors scheduled to take place in Botswana in all 16 districts and these workshops are a follow up of the research by Gender Links and other partners titled '*At the Coalface, Gender and Local Government in Southern Africa*' which found that local councils in Botswana have not begun to address gender issues very effectively. The study was launched in February 2009 and a draft gender strategy for local government was developed.

Welcome remarks were made by Senior Assistant Council Secretary Mr. M.D Mogorosi. The workshop was officially opened by Sub-Council Chairman Hon. S. Monageng. A vote of thanks was done by District Officer, MAA Mr. M. Kenosi. Among other officials present were BALA officials Hon. Cllr. P.C. Manthe and Ms. Ludo Matshameko and Gender Links staff members.

## **Objectives**

- Build gender analysis skills of local councillors and officials, and local government associations;
- Develop gender action plans with local councils as well as localising the national action plan to end gender based violence;
- Popularise the SADC Protocol at council level and community level through the civic leaders;
- Develop a gender action plan for the local councils;
- Build the gender analysis skills of councillors and staff, including on gender and governance; gender planning and policy concepts;
- Develop GBV work plans for rolling out at local level.
- Popularise the local government summit to be held in South Africa in 2011.

## **Workshop content**

The workshop made use of the Botswana Local Government Gender Action Plan manual which covers six modules; the SADC Protocol on Gender and Development, Key Gender Concepts, Gender and Governance, Key Gender Planning Concepts, developing a local gender action plan and developing a local 365 Day Action Plan to address GBV. See the full workshop programme at **Annex A**.

## **Participants**

The participants were made up of councillors and staff from Molepolole Sub-Council and were of different age groups and had different educational and professional backgrounds, see the full participants list attached at **Annex B**.

## **Facilitators**

The workshop facilitators were Gender Links staff, the BALA Programme Managers, P.C. Manthe and L. Matshameko, and, who were trained by Gender Links in Johannesburg as part of a training of trainers to facilitate the course.

## **Workshop Discussions**

*During the course of the workshop the following discussion ensued:*

### **SADC Protocol on Gender and Development**

Participants have heard about the SADC Gender Protocol in the news but not in detail and some of the councillors said they were not informed even during the drafting stages of the protocol. Some councillors even said that some of the instruments signed internationally by Government of Botswana; they were not aware of.

The participants were taken through the summarised SADC Protocol on Gender and Development articles (pamphlet) and through this exercise, the participants realised that Botswana has not signed the SADC Protocol. Issues in the protocol such as HIV/AIDS, Education and Training, Media and Gender Based Violence are critical of concern in Botswana and are also addressed in the Six Critical areas of concern which were discussed at the Beijing World Conference held in 1995 in Beijing China. A DVD on the Gender Protocol was shown and this gave some in-depth understanding about the protocol and other views of why other governments and Botswana in particular have not signed, and the views of the Attorney Generals of Botswana and Mauritius.

The Gender Links' coordinator informed the participants on the consultative meetings with the Minister of Labour and Home Affairs by the Alliance and Gender Links as an effort to advocate and lobby for signing. The participants were also informed that government of Botswana complains of mandatory language and that since the protocol is a legal binding document and cannot be signed with reservation it is not ready to sign at this point in time.

### **Gender Based Violence**

The participants were divided in groups and given questions to answer as to whether there is gender based violence in Botswana, what types of violence are taking place and shared their views on this. In responding the participants condemned the so called 'passion killings', which are common in Botswana. The facilitator then briefed the participants about other forms of violence such as defilement and incest, which are also practised in Botswana. The GBV exercise was one of the exercises in which participants interacted very actively.

The facilitator then informed the participants that the SADC Protocol calls to half gender based violence by 2015. The participants were further briefed on the 16 Days of Activism on Violence Against Women and Children Campaign and that it is recommended that Gender Based Violence is addressed 365 Days a year. Participants were shown the "At the Coal Face" DVD and given opportunity to interact through discussions. After that a gender and GBV action plan was developed.

## **Decision making positions**

### **Networks**

The councillors were informed on the available networks that deal with Gender and provide counselling services. The following organisations were listed and informed them of the services they provide for example Emang Basadi, WLSA, BOMWA, BOCONGO, Ditshwanelo, Women's Shelter, Women's Against Rape, Life Line, Gender Links, BALA and the Women's Affairs Department. The participants appreciated the network and discussed the different services they provide.

### **Southern Africa Local Government and Gender Justice Summit and Awards**

Before officially concluding the workshop and after summarising everything that was presented during workshops, participants were briefed on the first Southern Africa local government and gender justice summit and awards that took place in March 2010. The application process and adjudication process for the next annual summit scheduled for 2011 was explained and pamphlets were distributed to all participants. See the attached concept paper attached at **Annex I**.

### **Challenges**

- Some councillors were not able to commit all their time to the workshop, due to their busy schedule;
- Most of the concepts used were new to the participants, thus calling for more time to be devoted to the topics;
- Councillors felt that there is a need to increase workshop days.

### **Outputs**

- Institutional scorecard for Molepolole Sub-Council: *Annex C*
- Gender Action Plan for Molepolole Sub-Council: *Annex D*
- Gender Based Violence action plan for Molepolole Sub-Council: *Annex E*
- Message and slogans for gender based violence (Molepolole Sub-Council): *Annex F*

### **Outcomes**

- A clear strategy for addressing gender issues at the local level, focussed on the specific needs of the council;
- Commitment to implement the 16 Days of Activism plan in this period onwards;
- Sharing of good practices and arousing interest so that Councils could volunteer to participate in the first local government and gender justice summit and awards taking place in 2010.

## **Conclusion**

At the end of the workshop, the councillors agreed that they need to continue learning about gender based violence. They also agreed that they need to take an active role in addressing the issue. The participants also concluded that it is important for the councillors to understand gender issues, as they represent the electorate who are both men and women. They also agreed that for human development, both men and women have to be represented in decision making positions, because they have different needs, skills and ideas.

Both the local government plan and the gender based plan have been developed. The plan will be sent to the council to review and approve it.

Overall the participants felt that the workshop was critical as it addressed the issues which councillors deal with in the course of their duties, see the composite workshop evaluation at **Annex H**.

### **Recommendations**

- Council will mainstream gender into their planned wards consultative meetings;
- Information learnt should be disseminated to the electorates at ward consultative meetings;
- The dissemination of information learnt in the workshop should be done at the individual families and departmental levels with family members and colleagues respectively;
- Council will come up with activities on ending GBV;
- Develop a networking strategy with other councils to drive the education further to the people;
- To request the Minister of Labour and Home Affairs to address full councils on why Botswana has not yet signed the protocol and progress made so far in respect to the protocol.

### **Way forward**

- Gender Links will compile the draft plans and send back to the Council Secretary;
- Adoption of the plan by the council and staff;
- Resolutions should be implemented and the specified targets should be met;
- Follow up workshops to be held twice a year.



**The Director of Women's Affairs Department, Valencia Mogegeh, encouraging the participants to take action to mainstream gender in their activities**

## Annex A: Workshop programme



### GENDER & LOCAL GOVERNMENT WORKSHOP PROGRAMME MOLEPOLOLE SUB COUNCIL 3- 5 AUGUST 2010, LEMEPE LODGE

TIME	ACTIVITY	WHO
<b>DAY ONE</b>		
8:00 - 8:30	Registration	Gender Links
8:30 - 8:45	Welcome Remarks	Senior Assistant Council Secretary Mr. M.D Mogorosi
08:45 – 09:00	Official Opening	Sub-Council Chairman Hon. S. Monageng
09:00 – 09:10	Vote of thanks	District Officer- MAA Mr. M. Kenosi
09:10 - 09:20	Introductions and 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> <li>• Eyes and ears</li> </ul>	Mrs. Keabonye Ntsabane-Gender Links Coordinator
9:15 - 10:00	DVD: Roadmap to equality To introduce the Gender sector Protocol and its relevant to Local government	Mrs. Keabonye Ntsabane
<b>10:30</b>	<b>TEA</b>	
<b>Module one: Key gender concepts</b>		
10:30 - 11:30	Sex gender, and stereo types	Ms Ludo Matshameko- Project Manager, BALA
11:30 - 13:00	Group work on Challenging stereo types, Internalising oppression	Ms Ludo Matshameko- Project Manager, BALA
13:00 - 14:00	<b>LUNCH</b>	

<b>Module two: Gender and Governance</b>		
14:00 - 15:30	Access, participation transformation, leadership: At the coalface: Gender and Development	Hon. Patrick C. Manthe-Kweneng District Council, Cairperson-Mogoditshane, Thamaga Admin Authority
15:30 - 15:45	<b>TEA</b>	
15:45 - 17:00	Report Back Debate	All facilitators
HOMEWORK	Transformation scorecard	Hon. Director Tlharese
<b>DAY TWO</b>		
8:00 - 8:30	Recap, eyes and ears	Participants
8:30 - 9:00	What we learned from the scorecard	Ms Ludo Matshameko-BALA Programme Manager
<b>Module Three: Key gender planning concepts</b>		
9:00 - 10:00	Practical and Strategic needs	Ms Ludo Matshameko
10:00 - 10:30	<b>TEA</b>	
10:30 - 12:00	Group 1: Gender mainstreaming Group 2: Sex disaggregated data Group 3: Gender responsive budgeting Group 4: Gender equality in service provision Group 5: Target and indicators Group 6: Gender management system	All Facilitators
12:00 - 13:00	<b>LUNCH</b>	
<b>Module four: Draft gender action plan framework</b>		
14:00 - 17:00	Group 1: Governance Group 2: Gender in existing programmes Economy, procurement, housing, transport, utilities Group 3: Gender in existing programmes Health, HIV and AIDS, environmental health, social development Group 4: Employment practices and environment Group 5: Gender management system	All facilitators
<b>DAY THREE</b>		
8:30 - 9:30	Report back, eyes and ears	Participants
<b>Module five: Localising plans to end gender based violence</b>		
9:30 - 10:00	Key GBV provision in the SADC Protocol on Gender and Development	Mrs. Keabonye Ntsabane
10:00 - 10:30	GBV as a key service delivery issue	Mrs. Keabonye Ntsabane
10:30 - 11:00	<b>TEA</b>	
11:00 - 13:00	Developing a plan to end GBV	Mrs. Keabonye Ntsabane
13:00 - 14:00	<b>LUNCH</b>	
14:00 - 15:00	Communicating local GBV action plans	Mrs. Keabonye Ntsabane



15:00 - 16:00	Developing messages and slogans for the campaign	All facilitators
16:00 - 16:15	<b>TEA</b>	
16:15 - 17:00	Way forward: Best Practices and Summit	Mrs. Keabonye Ntsabane
17:00 – 17:05	Closing Remarks	Ms. Ludo Matshameko
	<b>DEPARTURES</b>	

**Annex B: Workshop participants list**

**Gender and Local government workshop Molepolole Sub-Council**

3-5 August 2010

Lemepe Lodge, Molepolole

<b>NAME</b>	<b>Sex M/F</b>	<b>ORGANISATION</b>	<b>PHONE</b>	<b>FAX</b>	<b>E MAIL</b>
Justice Gabonamotse	M	Kweneng District Council	5920981	5920858	katlegojr@yahoo.com
Michael Bagopi	M	Kweneng District Council	71852480		
L Masiele		Kweneng District Council	74014557		
B M Kgakge	M	Kweneng District Council	72245002		swetlabash@yahoo.co.uk
K Molaakgosi	F	Kweneng District Council	5920252	5921655	k.simon@gov.bw
C K Mareka	F	Kweneng District Council	5920873		
K Kontle	M	Kweneng District Council	5920874	5920858	kitsisok@yahoo.com
B J Kgokgonotho	M	Kweneng District Council	74004486		
Cathrine N Kobe	F	Kweneng District Council	71737366		
Tshenolo V Leshomo	F	Kweneng District Council	72201172		tvleshomo@yahoo.com
Kabo Garechaba	M	Kweneng District Council	71517547		garechaba@yahoo.co.uk
Isaac Motlalekgosi	M	Kweneng District Council	73551542/71654894		
Winnie Nkonyane	F	Kweneng District Council	72163544		
Dorcus Gokgonwang	F	Councilor	71500460		
M Kema	M	MAA Electrical	71555010		
A A Koakae	M	Councilor	7129339		
Kegomotsegile Keipeile	M	Councilor	72426495		
Duncan Gower	M	Councilor	72200963		
KK Taaakane	M	Councilor	71798321		
KS Leshona	F	MAA-Treasurer	71540534	53920858	Kleshona@gov.bw
K.T.Ntshabele	F	MAA-Roads	74532678	5392090	
M.D.Mogorosi	M	MAA-SDCS	71727541	53915090	
O.Kabukabu	F	Councilor	7197326		

NAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
K Modiadibe	M	Councilor			
Shima Monageng	M	KDC Sub Council	3907713	3907764	shimamonageng@yahoo.com
Tshoganyetso Pogiso	F	MAA Sub Council	5922181		
Justice Gabonamotse	M	Kweneng District Council	5920981	5920858	katlegojr@yahoo.com
Michael Bagopi	M	Kweneng District Council			
P.C.O Makwanye	M	Councilor	71998852		
P.Gabanamotse	M	Councilor	71432583		
S.Gaborone	M	Councilor	71810852		
K.Setlhako	F	Councilor	73961521		
K.Kelatlhegile	M	Councilor	72129252		
Tshepo Thelo	F	MAA Sub District	5906511	5906513	thagnags@yahoo.com
Seka Kgosiemang	F	Councilor	72607329		
O.P.Letshwenyo	F	MAA Sub council	71214388		
M Tautsage		Councilor	74120558		
K Mochobe	M	Councilor	72404399		
Kabo Sebele	M	MAA	71447759	5920215	
Jeffery Sibisibi	M	Councilor	72292883		jsibisibi@yahoo.com
Hand Norwebb	M	Councillor			

### **Attendance statistics by gender**

<b>Females</b>	9	23%
<b>Males</b>	28	72%
<b>Unknown</b>	2	5%
<b>TOTAL</b>	<b>39</b>	<b>100%</b>

***Annex C: Institutional score card***

## Annex D – Gender Action Plan for Molepolole Sub Council

FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
<b>I. GOVERNANCE</b>						
<b>Representation</b>						
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.	Public commitment to achieving parity between male and female councillors – through mobilisation of women as candidates.	Women's wing, Party leadership	<i>Women make 19% of councillors in Kweneng District Council</i>	<i>Increase women's representation by 31%</i>	2014	
	Lobby all political parties to adopt and implement the zebra list system and include these provisions in their manifestos.	Independent Electoral Commission (IEC), Party leadership	<i>What is the % of women in the different political parties?</i> <ul style="list-style-type: none"> <li><i>Women usually placed in branch, wards and cell committees and women's wings</i></li> </ul>	<i>What is the target % increase women's representation in political parties?</i>		
	Engage with Traditional Authorities on women's representation in local politics.	Council Chairperson, Gender committee, Council Secretary, DC	<i>Traditional Authorities have never been engaged on women's representation in local government</i>	<ul style="list-style-type: none"> <li><i>4 meetings per annum to be held with traditional authorities</i></li> </ul>	2011	
To ensure that women are equally represented in leadership positions in the Council.	Compile and update statistics on women in leadership positions in local government including management and other committees.	CS/SACS, HR	<i>Statistics on the representation of women in leadership positions exists</i>			
	Take measures to ensure equal representation of women in leadership positions in council.	CS/SACS, HR	<i>Women comprise 25% of leadership in the council</i>	Reach 50% representation	2014	

**FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
To educate people and raise awareness about the importance of women's equal representation in local councils	Raise awareness in communities on the importance of women being equally represented in local politics and the importance of voting for women.	Party leadership	<i>Various political parties campaign on the importance of representation of women in local politics</i>	<i>Entire Kweneng community to be sensitized on women's representation</i>	2011	
	Work with the Ministry of Education to encourage gender balance in their curricula and promote gender equality in schools.	Education secretary, PEOII, MOE curriculum	<i>Ministry of Education encourages gender balance in the curricula</i>	<i>Gender sensitive education curricula</i>	2015	
<b>Participation</b>						
To build the political capacity of women to participate more effectively in decision making	Strengthen the multi party women's caucus (see also GMS)	Women's wing, Youth wing, party leadership	<i>Multi party women's caucus exists at national level</i>	District multi party women's caucus	2011	
	Engage women's wings in political parties to identify women who have leadership potential and groom them into leadership positions	Party leadership, WAD, EB	<i>Grooming programmes for women in political parties exists at national level</i>	<ul style="list-style-type: none"> <li><i>Grooming programmes for women in political parties at district level</i></li> </ul>	2011	
	Network with regional and international women's caucuses	Political parties, WAD, Emang Basadi	<i>Networking exists at national level</i>	<i>Establish networking at district level</i>	2013	
To empower women councillors and officials to articulate what are regarded as "women's issues."	Conduct a skills audit.	BALA, WAD, EB	<i>Skills audit on gender issues never taken place</i>	Skills audit	2011	
	Training needs identified by women councillors eg gender, public speaking and assertiveness.	NGOs, WAD	<i>Gender training has taken place</i>	<ul style="list-style-type: none"> <li><i>Increase participation by 25%</i></li> <li><i>Training workshops, 4 per annum</i></li> </ul>	2011	
	Council meeting rules should	Council	<i>Vernacular used during</i>	<i>Use of vernacular during council</i>	Ongoing	

**FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	accommodate the use of vernacular so that councillors can use their first language in meetings and interpretation should be provided.	chairperson, council secretary	<i>council sessions</i>	<i>meetings</i>		
	Comprehensive induction programmes for new councillors with follow up refresher courses.	Council secretary, HR, BALA, NGOs	<i>Induction programme exists but is not gender sensitive</i>	<i>Gender sensitive induction programme for all new councillors</i>	2011	
To empower men on gender issues and mobilise their support.	Gender training workshops for male and female councillors and officials.	Council secretary, Council chairperson, BALA	<i>Gender training workshop has been conducted and 26 councillors trained</i>	<i>Gender training for all councillors</i>	2011	
	Gender dialogues with male Councillors and officials, including community leadership	SACS, NGOs	<i>Dialogues with male councillors never conducted</i>	<i>Quarterly dialogues annually</i>	2011	
<b>Community mobilisation</b>						
To ensure that women and men participate equally in community matters and that policy making is informed by accurate data.	Collected, disaggregate and analyse data on communities.	SACS, Gender committee, council chairperson	<i>There is data on community based projects</i>	Gender disaggregated data on the community.	2011	
	Encourage men to participate in implementation of community activities that are traditionally considered to be only of concern to women.	Councillors, NGOs, dikgosi, VDCs	<i>Women participate more on community activities than men</i>	<i>Gender disaggregated data on community participation</i>	2011	

**FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	Educate, inform and disseminate information in indigenous languages on issues that affect women such as utilities, payment of bills, housing opportunities, employment, contracts and employment opportunities and HIV and AIDS	SACS, Councillors, WAD, WIBA, NGOs	<i>Information on HIV/AIDS exists in Setswana</i>	<i>Information to be disseminated in vernacular</i>	2011	
To ensure that women are consulted and participate equally in policy-making processes.	Conduct specialised participation exercises for women, and ensure that their concerns are captured in policy	SACS, Council chairperson, NGOs	<i>Gender disaggregated data does not exist but men tend to participate more in consultative meetings</i>	<i>30% participation by women</i>	2011	
To mobilise men at local level and ensure that they understand gender equality.	Conduct workshops with men's groups, and audit the impact of the training	Council chairperson, NGOs	<i>Workshops with men's groups never conducted</i>	<i>Workshops with all men's groups to take place quarterly</i>	2011	
<b>Communication</b>						
To ensure that council publications do not perpetuate gender stereotypes.	Review of Council publicity from a gender perspective; developing materials that challenge stereotypes.	NGOS, Council secretary	<i>Council publications never reviewed</i>	Gender sensitive council publicity material	2011	
<b>II. GENDER SPECIFIC PROGRAMMES</b>						
<b>Early learning</b>						
To provide affordable child care to free women to participate in the labour force,	Greater coordination between the council and the Ministry of Education in provision of quality early childhood development facilities.	Education department,	<i>Council responsible for primary education and early childhood learning</i>	<i>30% increase in childhood learning facilities</i>	2014	
	Review pre-primary and	S & CD	<i>Pay structure ranges from</i>	<i>Reduction in fees by 50% to</i>	2011	



**FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	kindergarten fees to make them more affordable; and facilitate better access for disadvantaged children.		<i>P100-P1500</i>	<i>encourage enrolments</i>		
	Ensure pre-primary education is policy compliant	Ministry of Education, S & CD	Pre primary education not policy compliant in all sub districts	Establish bye laws to encourage compliance	2011	
<b>III. GENDER IN EXISTING PROGRAMMES</b>						
<b>Security and emergency services</b>						
To address issues of safety within communities that affect women disproportionately especially in informal settlements.	All streets should be named, where applicable, and reference points identified, so that emergency services can locate women who call for assistance.	Physical planning	<i>Four streets named</i>	<i>What is the target? How many streets named by when?</i>		
	Lobby businesses to assist people in need.	Councillors, S & CD	<i>Businesses have not been lobbied to assist those in need</i>	<i>Supermarkets such as Choppies, Spar to be lobbied</i>	2011	
To educate women and to raise awareness, especially of women-headed households in informal settlements, who suffer disproportionately as a result of fires that destroy their homes and livelihoods.	Awareness programmes that target women, on the prevention of fires.	Fire department	<i>Communities not educated on prevention of fires</i>	<i>100% reduction in those who lose their homes due to fires</i>	2014	
	Train community members on how to handle emergencies, including first aid.	Fire department, health department	<i>First aid training not conducted</i>	<i>Kweneng community to be trained</i>	Annually	
To ensure that building control measures are enforced, in particular are well informed on the process	To provide critical information, particularly for women, on building and construction in order to ensure safety	SHHA	<i>Building control measures enforced</i>			
<b>The economy and job creation</b>						
To facilitate equal employment opportunities	Set and monitor specific targets to ensure gender	HR, Council secretary	<i>What are the current statistics of women and</i>	<i>What is the target? How will it be monitored?</i>		

**FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
because women are disproportionately affected by high levels of unemployment	parity in employment opportunities created by local government.		<i>men employed by the council?</i>			
	Facilitate employment opportunity workshops for women in communities to enable them to be better placed to access opportunities.	HR, S & CD	<i>What are the unemployment figures? What proportion of women to men are unemployed?</i>	<i>What is the target % increase in women employed?</i>		
	Ensure an increased vote item in the budget specifically related to women's empowerment; review empowerment projects based on a gender analysis	Council secretary	<i>Vote for women's economic empowerment does not exist</i>	<i>Women 's budget established</i>	2015	
	Inform women about economic opportunities in liaison with WAD and other stakeholders	WAD, S & CD	<i>Women encouraged and funded tossed up businesses</i>	<i>Monitoring of women's projects</i>	2011	
To promote equal representation of women in the tourism industry and commercial agriculture	Facilitate development and entry of women into the tourism industry and commercial agriculture		<i>Women well represented in the tourism industry as most of them are running guest houses and a lot of them employed in them</i>	What is the target % of men and women participating in the tourism industry?		
<b>Procurement</b>						
To ensure that women benefit equally from the procurement process.	Facilitate increased involvement of women contractors by raising their awareness and providing them support and training on tender procedures.	LAPAD	<i>Tender information that is specific to women does not exist</i>	<i>What is the target %/ number increase in the number tenders submitted by women and contracts allocated to women?</i>		

**FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	Implement and monitor quotas for women for the awarding of council contracts	LAPAD	<i>Council contracts not gender sensitive</i>	<i>Gender sensitive council contracts/tenders</i>	2015	
	Tender board regulations should be changed to ensure that 50% of those sitting on the tender board that awards contracts.	LAPAD	<i>How many women sit on the tender board at the moment?</i>	50% women on the tender board.		
	Encourage and affirm larger businesses that sub-contract women-owned enterprises.	LAPAD	<i>Incentives for contracts that sub contract women's owned enterprises not in place</i>	<i>Incentives for businesses that sub contract women owned enterprises</i>	2015	
<b>Poverty eradication</b>						
To develop a gender sensitive strategy to address the high levels of poverty that affect mainly women.	Lobby for the mainstreaming of gender in the national poverty reduction strategy.	S & CD	<i>What are the current poverty statistics? What % of women live in poverty? Is there any kind of poverty eradication strategy in place?</i>	<i>What is the indicator? How will this be measured?</i>		
	Ensure oversight of Sustainable Livelihood assessment by CSO to identify needs and appropriate interventions to enhance the	S & CD	<i>Needs assessment for poor households carried out</i>	Assessment of poor households	Ongoing	

### FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	livelihoods of poor and very poor households.					
	Facilitate improved access to social grants, including food security nutrition	S & CD	<i>Women comprise most of the beneficiaries security safety nets</i>	<i>What is the target increase in the number of women accessing social grants?</i>		
	Facilitate the implementation of income-generating activities, improve resources allocated and implement monitoring.	S & CD	<i>What types of income generating activities are already being facilitated and with what kind of success?</i>	<i>What is the indicator? How will this be measured?</i>		
	Liaise with and support CBOs and NGOs already working with poor households.	WAD, S & CD	<i>What kind of support is being provided for NGO's and CBO's currently?</i>	<i>How will this be measured?</i>		
<b>Business support</b>						
To enhance women's participation in the business sector, particularly in big business where they are poorly represented	Link women's small businesses with opportunities in the value chains of growth sectors.	S & CD	<i>Women make up 30% of the business sector</i>	<i>Increase participation by 20%</i>	2015	
	Community liaison official to disseminate information and advice about sourcing economic opportunities.	S & CD	<i>Information on sourcing economic activities in place</i>	<i>Business participation survey</i>	2012	
	Encourage public and private business partnerships with all stakeholders	WAD, S & CD	<i>Women's expositions, BOCCIM fairs, International fairs encourage public/private partnerships with the relevant stakeholders</i>	<i>What is the target number of partnerships to be formed?</i>		
To empower women	Accelerate/catalyse skills	WAD, S &	<i>Skill development and</i>	<i>What is the target number of</i>		

**FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
entrepreneurs through business skills and support	development, access to information and finance, and business support for poor women.	CD	<i>business support for women exists</i>	<i>women to be empowered by training and support?</i>		
	Facilitate increased involvement of women-headed companies by raising their awareness on available opportunities e.g floating tenders, export opportunities.	S & CD, WAD	<i>Women headed companies supported through WAD</i>	<i>What is the target number of women-headed companies to be formed? How will support be measured?</i>		
	Facilitating mentoring of smaller enterprises and benchmarking with bigger enterprises	S & CD, WAD	<i>Has any such mentoring been undertaken before?</i>	<i>What is the target? How many small enterprises mentored?</i>		
<b>Informal sector</b>						
To promote equal access to markets.	Link women to investment opportunities	S & CD, WAD	<i>What are the statistics of women in the informal sector?</i>	<i>What is the target number of new formal businesses to be formed?</i>		
	Integrating women with partnerships, joint ventures etc.	S & CD, WAD	<i>How have women been integrated in partnerships and mergers?</i>	<i>What is the target% increase of women in partnerships?</i>		
<b>INFRASTRUCTURE</b>						
<b>Housing and Land Rights</b>						

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<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	Lobby Ministry of Lands to ensure that gender is mainstreamed in land policy and procedures as implemented by Land Boards	Council	<i>Land policy not gender sensitive</i>	<i>What is the target increase in the number of women owning land?</i>	2011/12	
	Ensure gender balance on housing committees; and lobby for a quota for women		<i>How is the housing committee currently constituted?</i>			
	Increase the range of housing and land options available to poor households; including subsidies for poor women		<i>Previously there was no land tenure for women and this still exists in some areas under chiefs</i>	<i>What is the target increase in the number of women owning land?</i>		
To ensure that women's needs are taken into account because they are mostly affected by inadequate housing.	Identify unsatisfactory living environments and formulate recommendations for their improvement.	S & CD	<i>Assessment of living environments done through mass assessment campaigns</i>	<i>How will this be measured? Customer satisfaction survey?</i>		
To ensure women and men's equal access to housing subsidies.	Educate women on housing policies and subsidies.	SHHA	<i>What information exists on women and housing? Is there existing material that can be used regarding policies and subsidies?</i>	<i>How will this be measured?</i>		
	Audit housing plans.	SHHA	<i>Housing plans are audited</i>			
<b>Water, sanitation and electricity</b>						
To ensure that women, who	Undertake community	Council	<i>Has any assessment been</i>	<i>What is the target/ timeframe</i>		

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<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
are disproportionately affected by inadequate service delivery, are provided with affordable access to basic services	assessment on use of services and disaggregate data by sex	departments	<i>done in the past</i>	<i>in which to do this?</i>		
	Provide affordable services to poor households.	S & CD,	<i>Exemption of payment by poor households in services e.g. water</i>	<i>100% subsidies to services where applicable</i>	Ongoing	
	Council to provide subsidies for those who cannot afford	S & CD	<i>Assessment of poor households to establish those who qualify for subsidies</i>	<i>Provision of subsidies to all those who qualify</i>	Ongoing	
	Create jobs through awarding tenders, community projects, cash for work and training for women in this sector.		<i>More women employed in sanitation as compared to men</i>	<i>What is the target number of women to be employed in this sector?</i>		
	Ensure that women are consulted prior to the provision of services.		<i>Communities consulted through kgotla meetings</i>	Increase the rate of consultation	2011	
	Align services to the needs of women.		<i>What is the current state of service delivery?</i>	<i>What is the target?</i>		
	Involve women in the management and maintenance of these services and facilities.		<i>Are any women currently being involved in this role (numbers and comparisons)?</i>	<i>What is the target number of women to be involved?</i>		
<b>Environmental health</b>						
To involve women, as key stewards of the environment,	Create an environment committee in which women		<i>Health committee exists</i>	<i>Roll out committee formation in other areas</i>	2011	

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<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
in environmental preservation projects or making business ventures from the environment.	and men are equally represented, including waste management and recycling projects					
	Increase the frequency of refuse collection.	Sanitation department	<i>Refuse is collected twice a month</i>	<i>Refuse to be collected monthly</i>	2011	
	Provide and maintain public toilets in strategic areas	Dept of environmental health	<i>How many public toilets are there in the council? How often are they maintained?</i>	<i>How many public toilets should there be in the council? How often should they be maintained?</i>		
<b>HIV and AIDS Prevention</b>						
To establish the gendered dimensions of HIV/AIDS and raise awareness on the disease in the council.	Gender disaggregated data on HIV/AIDS for the council; integrate gender considerations local HIV/AIDS programmes.	Health dept, Tebelopele, NGOs,	<i>What are the current statistics?</i>	Gender disaggregated data		
	Develop gender aware HIV and AIDS public education and awareness campaign.	Health dept, Tebelopele, NGOs	<i>HIV/AIDS campaign exists through workshops, seminars, meetings</i>	<i>What is the target? How many people reached over what period? How will it be coordinated?</i>		
	Advocate for and promote the female condom and so that women have free access to them.	Health dept, Tebelopele, NGOs	<i>Female condoms available at public health facilities at no cost</i>	<i>Increase use of female condoms by 100%</i>	Ongoing	



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	Gender sensitive sex education in schools.	Teachers, Dept of Health	<i>School teach sex education in guidance and science lessons</i>	<i>Reduction of drop outs due pregnancy</i>	Ongoing	
To raise awareness on the increased risk of contracting HIV/AIDS as a result of sexual assault, and the need for women to have access to Post Exposure Prophylaxis (PEP)	Public awareness campaigns on the links between GBV and HIV/AIDS; the red and white ribbon campaign, coupled with ongoing awareness campaigns.	Dept of Health	<i>Council has not actively participated in 16 Days</i>	<i>Council's campaign on the 16 days</i>	2011	
			<i>PEP readily available at all health facilities</i>	<i>100% availability of PEP to all victims</i>	Ongoing	
To educate women and men on voluntary counselling and testing which is a powerful tool for preventing the spread of HIV/AIDS.	Obtain gender disaggregated statistics on VCT. Use this to devise campaigns to encourage women and men to go for VCT.	Tebelopele, Health dept	<i>What are the statistics? What is the % of men and women who go for VCT?</i>	<i>What is the target % increase in number of women and men going for VCT?</i>		
<b>Treatment</b>						
To facilitate improved access to free treatment nationally	Gender disaggregated statistics on access to treatment and care; policy measures to rectify this.	Health dept	<i>Treatment available to all those who qualify</i>	Readily available treatment, 100% availability and accessibility to treatment	Ongoing	
	Facilitate access to ARV's for women and men and keep gender disaggregated statistics on uptake.	Health dept	<i>What does the council do to facilitate access to ARV's? What stats exist in this regard?</i>	<i>What is the target? How many people receive treatment? Over what period?</i>	Ongoing	

**FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL**

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<b>Social development</b>						
To make community and sporting facilities more accessible to women and ensure that they benefit equally from such facilities.	Collect gender disaggregated data on the use of council community and sporting facilities.	S & CD	<i>Data does not exist on the use of council and sporting facilities</i>	Gender disaggregated data on the use of community and sporting facilities.	2011	
	Design programmes to ensure that women and men benefit equally from local authority facilities, for example promoting women in traditionally male sports, eg. Soccer and boxing.	S & CD	<i>Gender sensitive sporting programmes not in place</i>	<i>Gender sensitive sporting programmes</i>	2012	
	Organise events and displays that celebrate women's achievements and challenge stereotypes. Encourage programmes that challenge stereotypes all spheres, including the home. Educate parents on how their children should be socialised.	S & CD	<i>Programmes that celebrate women's achievements not in place</i>	<i>Women achievement award ceremony in district</i>	2012	
To challenge the practice that child care is the sole responsibility of women and to educate men on parenting responsibilities.	Conduct awareness programmes on parenting responsibilities for men and women.	S & CD	<i>Programmes on responsible parenting not in place</i>	<i>Gender sensitive parenting programmes</i>	2011	
<b>IV. EMPLOYMENT PRACTICES AND ENVIRONMENT</b>						
	Address gender imbalances in departments – increase number of women employed	SACS	<i>What are the current gender statistics of employees in the council? What % men</i>	<i>Employment of women in council to be increased by 50%</i>	2015	

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<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	overall as well as increase the number of women in senior and management positions and address the departments where the greatest imbalances exist.		<i>and women occupy management positions – what is the breakdown per department?</i>			
	Include women’s targets as a non negotiable component of senior managers contract.	SACS, HR	<i>Council secretary responsible for ensuring that targets are met</i>	Gender sensitive contract	2015	
	Align the work place skills Plan to the Affirmative Action plan.	SACS	<i>Work place skills not aligned to affirmative action plan</i>	<i>Initiate Affirmative Action Plan</i>		
	Obtain buy-in and support of the unions for increased gender equity in the employment profile of the council.	SACS, councillors	<i>Unions not approached regarding gender equity</i>	Meeting with unions for gender equity	2012	
To ensure that the recruitment and selection process offers equal opportunity to women.	All job advertisements should encourage women to apply.	HR	<i>Job advertisements open to all</i>	<i>Gender sensitive job advertisement</i>	2013	
	Selection panels should be gender balanced.	HR	<i>Selection panels not balanced</i>	Gender balance on selection panels.	2013	
	Gender sensitive selection policies should apply at all time: Interviews questions and practices should not discriminate against women in any way.	HR	<i>Current practices during selection not discriminatory</i>	<i>Gender sensitive selection practices</i>	Ongoing	

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<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	Experience and qualifications should both be taken into account in evaluating suitability for posts.					
	Develop comprehensive employment equity plans.	HR	<i>What kind of employment equity plan is in existence?</i>	HR/ EE Policy		
	Apply job preservation policy to meet women's targets.	HR	<i>What are the women's targets?</i>	HR/EE policy		
	Incorporate gender into structure system policies and processes.	HR	<i>Has gender been incorporated into any policies and processes?</i>	Gender sensitive structure systems and policies		
	Undertake a skills/ qualification audit and assessment of all municipal employees.	HR	<i>Skills audit done</i>	Results of the skills audit report	Annually	
	Devise and implement a range of capacity-building options for employees and cllrs.	HR	<i>What kinds of capacity building options exist already?</i>	<i>What is the indicator? How will this be measured?</i>		
	Mentoring new cllrs and employees.	HR	<i>All new councillors inducted</i>	<i>What is the indicator? How will this be measured?</i>		
	Identify skills needs among	S & CD	<i>Community needs</i>	<i>What is the indicator? How will</i>		

### FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	communities and skills gaps in key economic sectors.		<i>assessment carried out</i>	<i>this be measured?</i>		
	Develop targeted skills development programmes.	HR	<i>Has any such skills development been done?</i>	<i>What is the indicator? How will this be measured?</i>		
	Facilitate women's entry to skills development programmes.	S & CD	<i>What has already been done to facilitate women's entry to programmes?</i>	<i>What is the target % increase in number of women accessing programmes?</i>		
<b>Work conditions and environment</b>						
To facilitate women's equal participation in the workplace.	Review maternity leave provisions to ensure that women are able to take three months full maternity leave through the contributions of both local government and Social Security.	HR	<i>Maternity leave is 3 months</i>	Three months full maternity leave through the contributions of both local government and Social Security.	Ongoing	
	Meetings times should take the needs of all employees into consideration and not run too late.	HODs	<i>Meetings so run during working hours</i>	<i>What is the target? What should the times be?</i>		
	Provide child care facilities for municipal employees.	HR	<i>There are no child care facilities</i>	<i>Target number of child care facilities?</i>		
	Provide flexible work arrangements for parents.	HR	<i>Lactating mothers given one hour feeding time for a year</i>	<i>What is the indicator? How will this be measured?</i>		
	Conduct awareness	HR, S & CD	<i>Parenting programmes do</i>	<i>What is the indicator? How will</i>		

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	programmes on parenting responsibilities.		<i>not exist</i>	<i>this be measured?</i>		
	Support and expand crèches.	S & CD	<i>There are 2 crèche facilities; sojwe</i>	<i>Target number of crèche facilities?</i>		
To address issues of sexual harassment in the council.	Develop and implement a sexual harassment policy (SHP).	Council secretary, HR	<i>Sexual harassment Policy not in place</i>	<i>Implementation of the Sexual harassment policy How will this be monitored?</i>		
	Workplace education and awareness on the SHP	HR	<i>Sexual harassment Policy not in place</i>	<i>How will this be measured?</i>		
	Code of conduct to ban the use of sexist jokes and language.	HR	<i>Code of conduct in place</i>	<i>Decrease queries and reports on poor conduct by 90%</i>	2015	
<b>V. GENDER MANAGEMENT SYSTEM</b>						
<b>Planning</b>						
To consult women when drawing up plans for the council	Adapt the vision and mission statement of the council to ensure that it is gender aware.	Council secretary,	<i>Mission and vision statement not gender sensitive</i>	<i>Gender sensitive mission and vision statement of council</i>	2015	
	Conduct surveys prior to planning to determine the needs of both women and men.	HODs	<i>Needs assessment surveys of men and women not conducted</i>	Gender sensitive planning	2013	
	Consult with both women and men when drawing up plans.	HODs	<i>Men and women consulted during planning during kgotla meetings</i>	<i>Gender sensitive planning for age group 18 yrs and above</i>	2011	
	All units and departments should include gender indicators in their business plans.	Council secretary, HODs	<i>Gender not included as an indicator in the PDPs</i>	<i>Gender as an indicator in the PDPs</i>	2015	
	Councils should administer	HODs	<i>Customer satisfaction</i>	<i>Customer satisfaction surveys</i>	2011	

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	customer satisfaction surveys that are disaggregated and analysed according to gender.		<i>surveys conducted</i>	<i>conducted annually</i>		
<b>Gender structures</b>						
To establish structures that constitute the gender machinery and to obtain the commitment of all managers	Council should have a gender coordinator in the office of the CEO.	Council secretary	<i>Gender structures not established</i>	<i>GMS established, vested with authority, strategy, plan and resources.</i>	2015	
	Recruit/appoint/hire gender focal points.	Council secretary	<i>Gender specialist not recruited</i>	Specialist staff appointed.	2015	
	The gender coordinator should be assisted by gender focal points in all departments, together comprising the gender management committee.	Council secretary	<i>Nothing done to establish gender structures</i>	<i>GMS established, vested with authority, strategy, plan and resources.</i>	2015	
	Senior managers must take ultimate responsibility for gender mainstreaming within the administration.	Council management	<i>No one is responsible for gender in the council</i>	<i>GMS established, vested with authority, strategy, plan and resources.</i>	2015	
	Gender to be written into the job description and performance agreements of senior managers and GFP.	Council secretary	<i>Gender not written into the performance plans of senior managers</i>	<i>Accountability on gender through PAs.</i>	2015	
	Gender should be a standing item on the agenda of management committee meetings.	Council secretary, council management	<i>Gender not a standing item in the agenda of management committee meetings</i>	<i>Gender as a standing item in the agenda of senior management meetings</i>	2011	

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<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	Establish a gender committee comprising councillors and other stakeholders to ensure political oversight for gender mainstreaming in the work of local government.	Council chairperson, council secretary	<i>There is a gender committee in the council</i>	Gender equality committee.	Ongoing	
	Form a multi party women's caucus.	Political party central committees, Women's wings	<i>Multi party women's caucus at national level</i>	Women's caucus established at district level.	2011	
	Prepare Terms of Reference for gender machinery, and clarify reporting procedures.	Council secretary, senior management	<i>Focal gender persons not established</i>	GFP formed; TOR for GFP	2015	
	Publicise the establishment of the gender machinery.	Public relations Officer	<i>Gender management structure not established</i>	<i>Gender management structure</i>	2015	
	Gender machinery to prepare their own strategic plans.	Gender coordinator	<i>GMS strategic plan not in place</i>	Gender management strategic plan	2015	
	Establish linkages with gender machinery in other municipalities.	Gender coordinator	<i>Linkages with gender machinery in other municipalities not established</i>	Establishment of linkages with other municipalities	2015	
<b>Budget, monitoring and evaluation</b>						
To make use of gender disaggregated data for monitoring, evaluation and	Obtain sex-disaggregated data.	HODs	<i>Sex disaggregated data exists but not applied</i>	Gender sensitive monitoring, evaluation and resource allocation	2011	



### FRAMEWORK GENDER ACTION PLAN FOR LOCAL COUNCIL

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
resource allocation based on gender priorities.	Gender indicators to be formulated for each department/ programme and HR management.	Council management	<i>The scorecard for council does not have gender in KPIs</i>	Gender sensitive KPIs	2011	
	Ensure that women and men participate equally in public consultations on planning and budgets.	HODs	<i>Gender neutral consultations takes place during kgotla meetings</i>	<i>Gender sensitive consultations annually</i>	2011	
	Conduct a gender analysis of the municipal and departmental budgets to ensure that expenditure responds equally to the needs of women and men.	Council management	<i>There is no budget for advancing gender equality</i>	<i>Gender sensitive budget</i>	2015	
	Recommend resource allocation (specific budget line) for initiatives that will promote gender equality, including fighting gender violence and HIV and AIDS).	Council secretary	<i>Action plan not costed</i>	Gender budget	2015	
	Ensure that departments allocate resources to gender priorities.	HODS	Resource allocations not gender sensitive	Gender priorities in resource allocation	2015	
<b>Capacity building</b>						
To ensure that training is done to educate all employees and community groups on gender.	Facilitate skills training for members of gender machinery.	Gender coordinator, Gender committee	<i>Gender committee sensitized employees and traditional authorities on gender</i>	<i>How many workshops to take place? How many trainees?</i>	Ongoing	
	Liaise with service providers to provide training programmes.	Gender committee	<i>Training by service providers has not taken place</i>	2 training workshops annually	2011	

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<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	Facilitate training programmes among councillors, officials and community groups.	Gender committee, WAD	<i>Training has not taken place for councillors and community groups</i>	<i>Target number of cllrs, officials and community groups trained?</i>	2011	
	Ongoing mentorship and support through linkages with civil society.	Gender committee, WAD	<i>Mentorship programmes not in place</i>	<i>Target number of cllrs and officials involved in such programme?</i>		
	Assess impact of training.	Gender committee, WAD	<i>Training has not taken place</i>	<i>What is the indicator? How will this be measured?</i>		
	Gender sensitivity training for both male and female councillors	Gender committee, BALA, WAD	<i>Gender Links sensitised male and female councillors</i>	<i>In each ward, councillor, VDC members and kgosana to be trained annually</i>	2011	
	Gender analysis training for councillors and staff with specific gender mainstreaming responsibilities.	WAD, BALA	<i>Gender mainstreaming training not taken place</i>	<i>Target number of cllrs, officials and community groups trained?</i>		
To raise awareness on gender issues	Compile a calendar of special gender events and campaigns. Engage in campaigns to raise the profile of gender eg Women's Day; Sixteen Days campaign.	S & CD	<i>Council has not participated in gender events and campaigns</i>	<i>Calendar of events</i>	2011	
	Prepare pamphlets, advertising, posters, logo etc.	PRO, S & CD, Gender committee	<i>ICT material on gender not prepared</i>	<ul style="list-style-type: none"> <li>• ICT material on gender issues</li> <li>• Awareness raising</li> </ul>	2011	
	Run competitions, sporting activities that challenge stereotypes.	S & CD, Gender committee	<i>Activities challenging stereotypes not done</i>	<i>Calendar of events</i>	201	

### Annex E - Action plan framework for Molepolole Sub Council for ending GBV

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
<b>Prevention</b>						
Women's safety To make communities safer by planning and improving safety in public places	Conduct gender safety audits and reflect specific targets for reducing GBV.	Botswana Police	<i>What are the current statistics on GBV in the council?</i>  He council does not have this information/statistics, which should be sourced by the police. The police should report on statistics to the council sub forum.	<i>What are the targets?</i>  Number of audit conduction for reduction of GBV	2015	
	Conduct a gender safety audit and convene an annual Women's Safety Assessment Focus Group.	Public	<i>Has there been any such audit done in the past</i>  No such audit has been done in the past	Results of audit Women's Safety Assessment Focus group established		
	Work with communities to ensure that all public spaces such as parks, cemeteries, and all neighbourhoods are safe with adequate street lighting.	LSDA	<i>What is the state of street lighting in the council?</i>  2% council houses and RAC (Rural administration committee)	<i>What % improvement in street lighting? What % decrease in sexual assault in public places? How will this be measured? Police stats?</i>  To gather information from Electrical Department	2015	
	Develop and implement a lighting master plan for the council, plan-maintenance must be	LSD BPC	<i>Is there a lighting master plan?</i>  To get information from the Botswana Power Corporation	Lighting master plan with clear targets and indicators  Number of areas covered	2015	

**FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	in place-monitoring mechanisms and turnaround time					
	Name all streets clearly so that police and other emergency services can reach residents with ease in the event of emergencies. In informal settlements each municipality to develop land marks	LSD	<i>What percentages of streets are named/ unnamed?</i>  Not aware of the percentage of unnamed streets	<i>What is the target, ie, how many streets to be named by when?</i>  Set a percentage of streets to be named	2015	
	Conduct safety awareness programmes and establish a watch-dog community including all community based structures e.g. community policing forums, etc.	Police Communities	<i>Are there any community policing and safety forums? Do they focus on GBV?</i>  Twantsho boneketshi Neighbourhood watch	<i>What is the target, how many safety forums per area?</i>  <i>One per village</i>	2015	
	Involve street hawkers in crime watchdog projects.	LSD	<i>Are street vendor involved in safety projects?</i>  <i>No, to be sensitised about the project</i>	<i>What is the target</i>  <i>Number of street hawkers</i>	2015	
<b>Public awareness campaigns</b>						
To educate communities to challenge and eradicate gender based violence.	In partnership with NGOs and CBOs stretch Sixteen Days of Activism campaign to a year long campaign	S&CD DA	<i>Do any programmes on GBV exist within the council?</i>  No programme yet	<i>What is the target? How will this be measured?</i>  To establish one base GBV Programme	2011	

**FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	Conduct awareness campaigns; take a high level political stance against GBV. Plan for and participate in the Sixteen Day Campaign and plan for 365 days	Councillors (officers) Council	<i>How has the council participated in awareness campaigns in the past?</i>  <i>Has the council actively participated and promote the 16 Days Campaign in the past?</i>  No	<i>What is the target? How will this be measured?</i>  - to hold / address - to hold kgotla meetings together concerned / relevant stakeholders	2011/12	
	Mount high profile campaigns to reclaim areas that have become unsafe for e.g. Take Back the Night campaign to sustain the momentum.	Council Land Board Police	<i>How has the council participated in the Take Back the Night campaign in the past?</i>  No	<i>What is the target? How will this be measured?</i>  To target undeveloped plots and open spaces and liaise with land board to identify owners for their development (Hiking stops)	2011/12	
	Promote involvement of men and boys in ending gender violence.		<i>Have men and boys been targeted in campaigns to end GBV?</i>  No	<i>What is the target? How will this be measured?</i>  To target two constituency tournaments	2012/13	
	Monitor and evaluate impact of all public awareness campaigns	Council Police	<i>Have awareness campaigns been monitored and evaluated?</i>  No	<i>What is the target? How will this be measured?</i>  Target all areas we covered for evaluation	2012/13	
	Join the 'Making IT work for Gender		<i>Has the council participated in such events?</i>	<i>What is the target? How will this be measured?</i>		

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Justice' initiatives such as cyber dialogues.					
<b>Best practices</b>						
To showcase best practices to end GBV	Collect and present best practices being done by councils to end GBV	GL BALA Council	<i>Do any best practices exists – have they been documented</i>  No	<i>How many best practices should be collected</i>  Formation of GBV District Committee against GBV  Decentralisation to villages within the sub district	Jan-June 2011  July-Dec 2011	
<b>Response</b>						
To implement actions that are effective in responding to GBV in your council	Ensure effective and efficient community policing forums (CPF).	Council BPS Community	<i>What actions are being taken to ensure that CPF's are effective</i>  1. Crime presentation committee 2. Cluster Policing	<i>What measure should be taken</i>  Educate them on GBV  Rotate cluster members	July-Dec 2011  Jan-June 2011	
	Strengthen and support shelters and places of safety for survivors of gender based violence in liaison with NGOs	Council S&CD	<i>How many places of safety and care are there within the council?</i>  Nil	<i>What is the target increase in the number of places of safety and care?</i> - Due, intending to source office accommodation at old Mphuthe CJSS		
	Develop and maintain an updated database of services and facilities available to survivors and victims of gender	Council Gender Links BALA	<i>Is there any such database at present?</i>  No	Database of services and facilities  Office for counselling and refer women to the women's	2011	

**FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	based violence. Capacitate survivors of gender violence with life skills and provide ongoing support in collaboration with various community structures.			shelter in Molepolole		
	Encourage role modelling of survivors and victims	Council	<i>Is any role modelling being done at present?</i>  No there is no role modelling done at present	<i>What is the target? How will this be measured?</i>  4 survivors to be identified	2012	
	Establish gender units and family counselling services at people centres with appropriate resources	Council Police Service Clinics	<i>Are there any such units or services?</i>  No	<i>What is the target? How will this be measured?</i>  Victim reporting and counselling rooms at police stations and clinics	2012	
	Ensure that clinics and health facilities operated by local government strengthen the capacity of communities to understand the link between gender based violence and HIV and AIDS.	Council clinics	<i>Do clinics highlight the link between HIV and AIDS and GBV?</i>  Posters and charts on GBV and HIV/AIDS	<i>What is the target? How will this be measured?</i>  Extend to households	2012	
	Facilitate the enhanced and co-ordinated provision of post-	Council Police	<i>How many counselling facilities are there within the council?</i>	<i>How many more facilities to be provided?</i>	2015	

**FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	traumatic services and facilities by all stakeholders		S&CD Tsholofelo Trust	To establish two more, Takatokwane and Salatwe		
	Alleviate the burden of home based care that is shouldered by women in the majority of cases.	Health & S&D	<i>What are the stats on HBC for survivors of GBV?</i>  To avail statistics	<i>What is the target? How will this be measured?</i>  Encourage men to participate in HBC and the target here is the number of men participating in HBC	2012	
	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.	Police and Council	<i>What are the current statistics on GBV in the council?</i>  Currently there are no statistics on GBV in the council	<i>What are the targets? By how much should gender violence decrease over what period.</i>  Keep data of reported cases and those attended to with 20% by 2012	2012	
<b>Support</b>						
To implement a plan and actions that supports survivors of GBV	Carry out an audit of safe houses.	Emang Basadi Family Police Shelter Council	<i>Has any such audit been done?</i>  Yes an audit has been done	Audit results  To retrieve the report and send the available findings	Jn-March 2011	
	Commit council resources to strength and ensure sustainability of existing places of safety and establish some in places they do not exist.	Council MLG	<i>Has the council committed any resources to supporting survivors of GBV?</i>  No the council has not comitted any resources to this	<i>Budget / resource allocation</i>  To ensure that resources are allocated for supporting survivors of GBV		



**FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	Establish day care centres for the elderly to ensure their safety.	Councillors Council MLG	<i>Do any such day care centres exist</i>  No such day care centres do not exist	<i>How many centres to be established or supported</i>  Establish at least one day care centre in Letlhakeng	2011/12	
	Ensure that women are economically empowered to reduce their vulnerability to gender violence.	Council Home Affairs NGO's	<i>Has the council embarked on any programmes to address this issue?</i>  No its has not yet addressed this issue	<i>What kind of programmes will be embarked on</i>  To ensure that women utilise existing government programmes (eg limid, bread for p schools)		
<b>Coordination</b>						
To ensure that efforts to address GBV are conducted in a coordinated manner	Establish multi-sector coordinating structures to tackle gender violence.	Social work	<i>Has any such committee been established</i>  No not yet	Establishment of multi-sector committee		
	Strengthen relations with local police stations and ensure that cases of GBV are efficiently and effectively addressed.	Council	<i>What is the status of relations with the various stakeholders</i>  Custer formation Twantsho borukhutlhi committees	<i>What is the target? How will it be measured?</i>  % of effective clusters		
<b>Budget allocation</b>						
To ensure that Councils commit budget and resources to addressing GBV	Allocate budget and resources to addressing GBV	Council	<i>Is there currently any budget allocation for addressing GBV</i>  Currently there is no budget available	Budget allocation of a certain amount for workshops with leading statistics on GBV		

**FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE**

<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
<b>Monitoring and evaluation</b>						
To ensure that efforts to address GBV are monitored and evaluated	Develop a set of targets and indicators to measure progress and ensure that these are mainstreamed into development plans.	Council management	<i>Have targets been developed and integrated in to plans?</i>  No it is not integrated yet	<i>Targets and indicators</i>		

## Annex E – Action plan to end Gender Based Violence

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
<b>Prevention</b>						
Women's safety To make communities safer by planning and improving safety in public places	Conduct gender safety audits and reflect specific targets for reducing GBV.	<b>Physical planning</b>	<i>What are the current statistics on GBV in the council?</i>	<i>Decrease GBV cases</i>	2011	
	Conduct a gender safety audit and convene an annual Women's Safety Assessment Focus Group.	<b>WAD, S &amp; CD</b>	<i>Gender safety audit not taken place</i>	Results of audit Women's Safety Assessment Focus group established	2011	
	Work with communities to ensure that all public spaces such as parks, cemeteries, and all neighbourhoods are safe with adequate street lighting.	<b>Electrical department</b>	<i>What is state of street lighting in the council</i>	<i>What % improvement in street lighting? What % decrease in sexual assault in public places? How will this be measured? Police statistics?</i>		
	Develop and implement a lighting master plan for	<b>Electrical department</b>	<i>Lighting master plan does not exist</i>	Lighting master plan with clear targets and indicators	2011	

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	the council, plan-maintenance must be in place-monitoring mechanisms and turnaround time	<b>nt</b>				
	Name all streets clearly so that police and other emergency services can reach residents with ease in the event of emergencies. In informal settlements each municipality to develop land marks	<b>Physical planning</b>	<i>50% of streets are named</i>	<i>3 more streets to be named</i>	2011	
	Conduct safety awareness programmes and establish a watchdog community including all community based structures e.g. community policing forums, etc.	<b>S &amp; CD, Crime prevention committee</b>	<i>Crime prevention committees focus on crime in general</i>	<i>Crime prevention committees in each ward</i>	Ongoing	
	Involve street hawkers in crime watchdog projects.	<b>Councillors, Licensing</b>	<i>Street vendors not involved in safety projects</i>	<i>Crime watchdog for street vendors</i>	2011	
<b>Public awareness campaigns</b>						
To educate communities to challenge and eradicate gender based violence.	In partnership with NGOs and CBOs stretch Sixteen Days of Activism campaign to a yearlong campaign	<b>S &amp; CD, WAD, Gender Links</b>	<i>Programmes on GBV do not exist</i>	<i>GBV programmes</i>	2011	

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	Conduct awareness campaigns; take a high level political stance against GBV. Plan for and participate in the Sixteen Day Campaign and plan for 365 days	<b>S &amp; CD</b>	<i>Council has not participated in awareness campaigns</i>	<i>GBV awareness campaigns</i>	2011	
	Mount high profile campaigns to reclaim areas that have become unsafe for e.g. Take Back the Night campaign to sustain the momentum.	<b>S &amp; CD, councillors</b>	<i>Council has not participated in Take Back the Night campaign</i>	<i>Take part in take back the night campaign</i>	2011	
	Promote involvement of men and boys in ending gender violence.	<b>S &amp; CD, men Sector</b>	<i>Males not targeted in campaigns to end GBV</i>	<i>Male involvement in GBV campaigns</i>	2011	
	Monitor and evaluate impact of all public awareness campaigns	<b>S &amp; CD, WAD</b>	<i>Awareness campaigns not monitored</i>	<i>Monitoring and evaluation of awareness campaigns</i>	2011	
	Join the 'Making IT work for Gender Justice' initiatives such as cyber dialogues.	<b>S &amp; CD, PRO</b>	<i>Council has not participated in cyber dialogues</i>	<i>Cyber dialogues campaigns</i>	2011	
<b>Best practices</b>						
To showcase best practices to end GBV	Collect and present best practices being done by councils to end GBV	<b>S &amp; CD</b>	<i>Best practices for ending GBV do not exist</i>	<i>Documentation of best practices for ending GBV</i>	2011	
<b>Response</b>						
To implement actions that are effective in responding to GBV in your council	Ensure effective and efficient community policing forums (CPF).	<b>S &amp; CD, police</b>	<i>Crime prevention committees submit reports for monitoring</i>	<i>Police support to crime prevention committee</i>	Ongoing	

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	Strengthen and support shelters and places of safety for survivors of gender based violence in liaison with NGOs	<b>S &amp; CD</b>	<i>There are 2 places of safety in Molepolole(Bana ba Keletso &amp; Koketso shelters)</i>	<i>Increase by 1 more place of safety</i>	2015	
	Develop and maintain an updated database of services and facilities available to survivors and victims of gender based violence. Capacitate survivors of gender violence with lifeskills and provide ongoing support in collaboration with various community structures.	<b>S &amp; CD</b>	<i>Data Base on places of safety does not exist</i>	Database of services and facilities	2011	
	Encourage role modelling of survivors and victims	<b>S &amp; CD</b>	<i>Role modelling of survivors not done</i>	<i>Role modelling of survivors and victims</i>	2011	
	Establish gender units and family counselling services at people centres with appropriate resources	<b>S &amp; CD, council management</b>	<i>1 counselling centre (Community Hall)</i>	<i>Decentralisation of centres</i>	2015	
	Ensure that clinics and health facilities operated by local government strengthen the capacity of communities to understand the link between gender based violence and HIV and	<b>S &amp; CD, DHT</b>	<i>Health facilities highlight the between HIV/AIDS and GBV</i>	<i>Campaigns on link between GBV and HIV/AIDS</i>	2011	

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	AIDS.					
	Facilitate the enhanced and co-ordinated provision of post-traumatic services and facilities by all stakeholders	<b>SACS, S &amp; CD</b>	<i>There are 2 counselling services in council (Bana ba Keletso, Community Hall)</i>	<i>How many more facilities to be provided?</i>		
	Alleviate the burden of home based care that is shouldered by women in the majority of cases.	<b>S &amp; CD, DHT</b>	<i>What are the stats on HBC for survivors of GBV?</i>	<i>What is the target? How will this be measured?</i>		
	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.	<b>Police, councillor s, S &amp; CD</b>	<i>What are the current statistics on GBV in the council?</i>	<i>What are the targets? By how much should gender violence decrease over what period.</i>		
	Liaise closely with the police; ensure a private room/ victim empowerment unit at police stations; improve the services provided by the Police.	<b>S &amp; CD, NGOs</b>	<i>Issues of GBV attended by any police office BUT request can be made by the client according to their preferences</i>	<i>What is the target % increase in number of reported cases and convictions GBV? How will this be measured? Police stats?</i>		
<b>Support</b>						
To implement a plan and actions that supports survivors of GBV	Carry out an audit of safe houses.	<b>S &amp; CD</b>	<i>Audit on safe houses not done</i>	Audit results	2011	

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	Commit council resources to strength and ensure sustainability of existing places of safety and establish some in places they do not exist.	<b>Council management</b>	<i>Council has not committed resources to support survivors of GBV</i>	<i>Budget / resource allocation</i>	2015	
	Establish day care centres for the elderly to ensure their safety.	<b>Council management, S &amp; CD</b>	<i>Elderly day care centres not in pace</i>	<i>Support for those establishing centres</i>		
	Ensure that women are economically empowered to reduce their vulnerability to gender violence.	<b>S &amp; CD, Police, WAD</b>	<i>Council has economic empowerment programmes but not gender sensitive</i>	<i>Gender sensitive empowerment programmes</i>	Ongoing	
<b>Coordination</b>						
To ensure that efforts to address GBV are conducted in a coordinated manner	Establish multi-sector coordinating structures to tackle gender violence.	<b>S &amp; CD, council management</b>	<i>Gender committee exists within the council</i>	Establishment of multi-sector committee	Ongoing	
	Strengthen relations with local police stations and ensure that cases of GBV are efficiently and effectively addressed.	<b>Councillors, S &amp; CD, Bana ba Keletso</b>	<i>Police works with various stakeholders on issues of gender based violence</i>	<i>2 workshops on GBV</i>	2011	
<b>Budget allocation</b>						
To ensure that Councils commit budget and resources to addressing GBV	Allocate budget and resources to addressing GBV	<b>Council management</b>	<i>GBV does not have a budget</i>	Budget allocation of x amount This action plan budgeted for	2012	
<b>Monitoring and</b>						



<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
<b>evaluation</b>						
To ensure that efforts to address GBV are monitored and evaluated	Develop a set of targets and indicators to measure progress and ensure that these are mainstreamed into development plans.	<b>Gender committee,</b>	<i>Targets and indicators not done</i>	<i>Targets and indicators</i>	2011	

**Annex F - Messages and slogans for gender based violence**

## Annex G: Summarised evaluation



### EVALUATION



Event: Gender & Local Government Workshop

Date: 2-4 August 2010

Venue: Lemepe Lodge, Molepolole

	<b><u>EXCELLENT</u></b>	<b><u>GOOD</u></b>	<b><u>FAIR</u></b>	<b><u>POOR</u></b>	<b><u>VERY POOR</u></b>
<b>1. PROGRAMME DESIGN</b>	18	8	1		
<b>2. PROGRAMME CONTENT</b>	9	13	2	1	
<b>3. DOCUMENTATION</b>	8	13	3		
<b>4. FACILITATION</b>	18	6	2		
<b>5. GROUP WORK</b>	8	14	4	1	
<b>6. OUTPUTS</b>	2	10	9	1	
<b>7. OUTCOMES AND FOLLOW UP PLANS</b>	4	14	5	2	
<b>8. LEARNING OPPORTUNITY</b>	9	15	2	1	
<b>9. NETWORKING OPPORTUNITY</b>	10	12	3	1	
<b>10. ADMINISTRATIVE ARRANGEMENTS</b>	7	16	4		

### **Comments**

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

- Second day was useful and it was subject related
- Eradication, gender differences and equality as source of humanity. It gave light to me which I shall teach to the community
- Last session, we made some recommendations and I loved the presentation of Mrs Mogegeh
- All sessions were useful
- All because efforts were made to instil understanding
- Plans to end Gender Based violence because it is very important to act before things go out of hands
- Today's session was good and delivering good messages

- Gender equality because it was well deliberated and there as active participation from participants
- Gender equality because it was clearly explained
- All of them
- BALA session
- 1<sup>st</sup> session (Gender based violence) and I have learnt more about BALA and Gender Links
- All sessions
- Both of them
- Every session
- All session
- 1<sup>st</sup> and 2<sup>nd</sup> sessions because I was put in a green light on Gender Links and BALA
- Action plans because we were able to come to the bottom of problem solving

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

- Learning about centres I didn't know that they exist and their present location
- Out comes and follow up plans, because we did not know who to follow
- None
- None
- None
- None of them
- Last session ,it was tiring because of group work we did not have rest after lunch
- None
- All of these sessions were useful because they were addressing all our current situation
- All sessions were useful as they were ongoing plans on how to sensitise the community on gender based violence and gender equality
- Not a single one except that the three days is not enough
- None
- None
- None
- The whole sessions was good and I received much information about gender links
- The first day because we did not understand the concept of the workshop

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

- I will address the kgotla meeting to educate the community about GBV and share it with my villagers
- Community is my target, such as VDC, Dikgosi and the youth
- From here I am going to integrate gender consideration in council plans especially in project planned for implementation (during planning and consultations)
- Share the information learned with my colleagues
- To revise on my notes and hand outs so that I prepare to narrate at Kgotla meetings

- To call Kgotla meetings, workshops, seminars and to involve relevant institutions and NGOs to educate the community
- I will mobilise the community in conjunction with S&CD on gender matters or issues and form some groups to empower each other on these issues
- Discuss with my friends on the importance of gender issues
- Sharing the information with my family, friends and co workers
- I gained a lot of things on gender related issues
- I will call Kgotla meetings to share the skills and ideas that I have gained with the community
- By addressing Kgotla meetings
- Impart knowledge gained to the electorates through Kgotla meetings
- To other peoples Kgotla meetings
- Disseminate the information by calling Kgotla meetings talking about gender issues wherever I am and involving media where possible
- By communicating what I have learnt to the community and colleagues
- To ensure that our community and co workers are able to understand this as part of their daily companion

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

- The workshop had all items of concern especially when some participants were sharing their experiences on the subject
- Keep in touch with the NGOs CBOs particularly those dealing with gender issues and keep in touch with the department of women affairs
- I can encourage Gender Links to address the entire country
- To take this workshops to respective councillors wards
- Lessons were good
- Next time the workshop should run for a week if possible
- There is a need for this workshop to continue in order for us to access our progress because if they is no continuity these programme will not benefit the community
- Service centres should also be within the district for accessibility
- BALA should avail trained facilitators when councillors make request for their support
- May it be not for the last, we would like our comments, expressions and recommendations to be taken seriously and implemented where possible
- It would be useful if the programme is followed. Facilitators was at times irrelevant
- Otherwise the workshop gave light to most of attendants and will implement this from own homes to community as a whole
- Seminars should be conducted in the villages for people to reduce gender violence



## **Annex H: Gender Justice Summit and Local Government Summit and Awards concept paper**



### **CONCEPT PAPER**

#### **Southern Africa Gender Justice Summit and Local Government Summit and Awards**

***365 DAYS OF LOCAL ACTION TO END GENDER VIOLENCE: WHAT WORKS?***  
**22 - 24 March 2010**

#### **Synopsis**

Gender Links (GL) will be holding the first Gender Justice and Local government Summit from 22 - 24 March 2010 in Johannesburg, South Africa. Under the banner "*365 Days of local action to end gender violence*" the summit will include key note addresses and parallel seminars by international and local experts in the field of gender violence at local government level, and gender justice.

The first gender justice and local government summit aims to bring together local government councillors and officials, relevant government ministries and NGOs that work with local government from the region. The summit will feature awards on good practices in ending gender violence, provide an opportunity to document and disseminate these good practices as well as give incentives to local authorities to innovate new and effective strategies for combating violence against women. Parallel seminars on promoting women's representation and effective participation in local government structures will be a key feature at the summit.

#### **Context**

The SADC Gender and Development Protocol signed in August 2008 set a target for governments to halve current levels of gender based violence by 2015. It also emphasises that States should adopt an integrated approach to address gender violence. The United Nations Secretary General's 2006 report on gender violence highlights that that States should: build and sustain strong multi-sectoral strategies, coordinated nationally and locally; show political commitment as well as build on the work done by non-governmental organizations (NGOs), scale up and institutionalise it and share experiences with other countries

Many local municipalities in at least seven countries, namely South Africa, Namibia, Botswana, Lesotho, Mauritius, Swaziland and Zambia have developed gender action plans where gender violence features as a key service delivery issue. Hence many initiatives to prevention gender violence have been adopted.

For instance, some municipalities have localised the 365 Days of Action against Gender Violence campaign. The 365 days of Action is a concept, adopted by many countries in the region, to extend the 16 days of Activism on Gender violence Campaign to a coordinated and comprehensive year-long response through the development of a National Action Plan to end Gender Violence.

## **Background**

As a region, we realise that the quest to end gender based violence is far from over. Yet, in the same breath we realise that we have had many prominent victories, particularly within the local government sphere, more women now hold prominent positions within the public service and local authorities actively gets involved in activities to counter gender based violence. These 'many victories' are often based on numerous good practice models that can assist many other countries with their own quests and challenges to counter gender violence, therefore it is important for us to share these good practice models in order to see clear and very positive results we aspire to in terms of addressing gender violence and improving women's representation and access.

Many of the gender violence initiatives have succeeded in raising awareness and preventing GBV but very little effort has been made to document and share these rich experiences.

To address this gap, Gender Links working with local government and other strategic partners will host a Gender Justice and Local Government Summit and Awards in March 2010 It is envisaged that this will become an annual event.

The Gender justice and local government Summit 2010 aims to engage with these issues through thematic parallel sessions that will look at strategies that are being used to engage with media local authorities, communities and identify key priorities that need to be addressed and strategies to address these.

## **Who**

The target audience for the summit will include representation from all SADC countries across various categories, (*outlined further*) and these categories are:

- Councillors and officials from local authorised (*e.g. those who have submitted good practises models they wish to showcase, etc*);
- Ministry of gender representatives (*e.g. persons responsible for gender, etc.*);
- Ministry of Local Government representatives (*e.g. Gender focal point persons, etc*);
- Local authorities associations (*e.g. SALGA, ALAN, etc*)
- Gender based violence activists;
- International partners;
- Civil society organizations;
- Other interested individuals or groups

## **Why**

The first Gender Justice and Local Government Summit aims to:

- Provide a platform to debate around local government approaches to preventing gender violence in local communities.



- Affirm the progress that has been made through the first LG and GBV Awards that are expected to attract entries from across the region.
- Contribute towards building a community of and share good practices on addressing gender based violence at local level.
- Provide an opportunity for local government practitioners to develop strategic partnerships and networking opportunities
- Afford all stakeholders the opportunity to interact and present content of what they understand the role of local authorities to be, in turn also affirming their good practise models through the LG and GJ Awards thus broadening the impact and enhance efficiency with regards to addressing gender violence collectively

### **Outputs**

- A collection of exemplary local government GBV good practises through the awards.
- A daily online conference newsletter.
- A CDROM and handbook of good practices in gender justice and gender and governance at local level.

### **Outcomes**

- Contributing to the body of knowledge on gender justice and gender and governance at local level in the region and globally.
- Showcasing and sharing innovative local gender violence prevention initiatives in the region.
- Providing the opportunity for participants to network with individuals and organisations from across the region.
- Equipping stakeholders with a practical understanding of what the status on gender violence within the Southern African region, how involved local authorities are in the quest to address gender violence and understand the importance of learning from each others 'good practices'
- Improving access to information (particularly good practice models) on gender violence and the role local authorities have played and still play in our quest to stop gender violence and reach our SADC protocol targets
- Providing stakeholders with practical tools to improve and apply the learnings from the best practices within their respective contexts

### **Categories**

- **Prevention** of GBV at local level – how do councils work to ensure that GBV does not occur?
- **Response** to GBV at local level – what do councils do to advance legal literacy, work with local police, etc. To ensure redress for victims?
- **Institutional good practices** – E.g. council working together on GBV; e.g. lobbying for a GBV budget in IDPs / Municipality's Annual Strategic Plans, etc
- **Support** around GBV at local level – how do we support those who have experienced GBV
- **Innovative communication strategies** - Messaging, slogans, banners and posters to end GBV that have an impact.
- **Specific GBV campaigns** – *e.g.* 16 Days campaigns, lighting campaigns, etc
- **Individual innovation** – Three prizes will be awarded to individuals who show particular innovation and dedication to ending GBV at the local level.