

GENDER SCORECARD FOR LOCAL GOVERNMENT

NAME OF COUNCIL: TONGOGARA RURAL DISTRICT COUNCIL

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

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
POLICY FRAMEWORK						
1. There is a gender policy and action plan that incorporates the SADC Gender Protocol and other relevant targets. It is well known and has a high profile champion within the council.	<ul style="list-style-type: none"> • Existence of plan • Plan signed and adopted • Plan shared with Council and Community • Plan integrated • Public events on gender eg International Women's Day 	<ul style="list-style-type: none"> • Copy of the gender policy/action plan • Copy of the Council strategy/work plan • Minutes and records of meetings • Photos • Media coverage 	Council adopted Gender Policy on 22/10/12, through the HR Committee and endorsed in Full Council	0		
GOVERNANCE						
Representation						
2. There are equal numbers of women and men councillors in the Council.	<ul style="list-style-type: none"> • No of men councillors = 6 • No of women councillors =6 	Official records	There are equal numbers of councillors in council	4		
3. There are equal numbers of women and men in decision-making positions in Council, Mayoral	<ul style="list-style-type: none"> • Mayor/Chair of Committee =M • Deputy mayor/deputy chair of committee = M 	Official records	50% chairpersons of committees are male and 50% women	4		

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
committee, chairs of committees etc.	<ul style="list-style-type: none"> No of committees chaired by women =2 No of committees chaired by men =5 					
Participation						
4. Women and men participate equally in Council meetings and influence decisions taken by the Council.	<ul style="list-style-type: none"> Examples of issues raised by women in Council and what difference these have made. 	Council minutes		3		
Public participation						
5. There is equal participation of women and men at public meetings and events.	<ul style="list-style-type: none"> Examples of types of meetings held, representation/participation by women and men 	Photos Media coverage Minutes	Most men do not attend public meetings they either send women and children to represent them.	1		
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES						
6. The Council has a local economic development plan that targets women entrepreneurs as key beneficiaries	<ul style="list-style-type: none"> Market places designed and no of stands allocated to women. Local finance schemes of council, no of 	LED plans, how gender reflected Statistics on finance schemes.	Council through implementing partners such as Swedish Cooperative and Min of Youth has formed savings clubs for women. Council provided for project proposal writing for women in the District.	4		

	INDICATORS	MEANS OF VERIFICATION	PROGRESS VERIFICATION DURING	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
	<p>women and men who have benefited.</p> <ul style="list-style-type: none"> Local finance schemes linked to Council, no of women and men who have benefited. 					
7. Women and men benefit equally from jobs created by the council.	<ul style="list-style-type: none"> No of women in jobs created by Councils No of men in jobs created by councils Evidence of women and men being employed in non-traditional areas 	Council employment statistics by sector and area of work	No gender balance in recruitment	1		
Procurement						
8. The Council keeps gender disaggregated data on procurement and has set a target for increasing the number and value of contracts received by women.	<ul style="list-style-type: none"> No of owned companies that have received contracts in the last year. No of men owned companies that have rcvd contracts in the last year. 	Procurement policy – how gender is integrated into this.	No gender disaggregated data in existence	0		

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
Climate change and sustainable development						
9. The Council is aware of climate change and its differential effects on women and men. Women and men are consulted equally on measures to be taken.	<ul style="list-style-type: none"> Existence of a policy on climate change how gender is integrated into this. Extent to which policy has been canvassed; involvement of women and men. 	<p>Climate change policy</p> <p>Records of meetings</p> <p>Photos/video</p> <p>Scan from press conference</p>	Council provides for submissive boreholes in community gardens and offers land for dairy farmers	2		
10. Women are equally consulted and involved in waste management, and benefit from economic opportunities arising from this.	<ul style="list-style-type: none"> How waste management is handled. How women are involved. Proportion of women in waste projects 	<p>Waste management plans</p> <p>Gender statistics on waste management</p> <p>Photos; video</p>	Council holds Waste Management Consultations and Clean up campaigns for both men and women	3		
Land and housing						
11. The Council keeps sex disaggregated data on title deeds and housing, and is promoting women's equal access	<ul style="list-style-type: none"> How gender is integrated into allocation of land and houses No of women allocated land and housing by council No of men 	Policy on land and housing	<p>Council allocates land to both men and women allocating 5 of 13 stands most recently to women</p> <p>Women are also encouraged to apply for cession of land</p>	3		

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
	allocated land and housing by Council.					
Water and sanitation						
12. Women are involved in the planning, management and maintenance of water and sanitation.	<ul style="list-style-type: none"> No of women on water/sanitation committees No of men on water/sanitation committees No of women chairing these committees/total no of committees Examples of the difference women have made 	Policy on water and sanitation – how gender is integrated into this Gender disaggregated statistics Record of meetings Photos/video	No water policy, gender disaggregated stats	0		
Environmental health						
13. Women are equally involved in preventive health campaigns	<ul style="list-style-type: none"> Types of campaigns Involvement by women 	Records of campaigns Photos/video	Health Campaigns are not held	0		
HIV/AIDS and care work						
14. The Council has a gender aware HIV and AIDS policy that is implemented and	<ul style="list-style-type: none"> Existence of policy Messages underscore unequal power 	HIV and AIDS policy – gender dimensions	No policy in place	0		

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
monitored.	<ul style="list-style-type: none"> relations between women and men; • Prevention of parent to child transmission • Men are encouraged to go for VCT • Women and men have equal access to treatment 					
15. The Council supports care for those living with HIV and AIDS and men are encouraged to be involved in care work.	<ul style="list-style-type: none"> • Existence of care work projects supported by Council or in which Council is a partner. • Remuneration/training/support for care givers in these projects • No of women, no of men involved in care work 	<p>Records of projects</p> <p>Examples of what these have achieved</p> <p>Photos, videos</p>	<p>Council in partnership with MASO and Min of Health.</p> <p>Supports PLWH through HBC</p>	4		
Social development						
16. Social and recreational facilities are gender aware and responsive	<ul style="list-style-type: none"> • Types of facilities for sports and recreation, extent to which these cater to the needs of women and 	<p>Records of facilities</p> <p>Gender disaggregated data</p>		0		

	INDICATORS	MEANS OF VERIFICATION	PROGRESS VERIFICATION DURING	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
	men. <ul style="list-style-type: none"> No of women, no of men who make use of facilities 					
GENDER SPECIFIC PROGRAMMES						
Gender based violence (GBV) flagship plan						
17. There is sufficient lighting on streets and in public spaces; all streets are named clearly, and names are gender aware	<ul style="list-style-type: none"> Existence of street lights No of streets named No of streets named after women No of streets named after men 		There isn't sufficient light during the night in public spaces such as Danga Rural Service and Tongogara Growth Point.	0		
<i>Public awareness campaigns</i>						
18. The Council participates in campaigns to raise awareness on gender-based violence (GBV), such as the Sixteen days of activism.	<ul style="list-style-type: none"> Campaigns launched during the Sixteen Days Budget from Council for campaigns Other resources mobilised Follow up to campaigns Results achieved 	Reports Photos Video Budget	Council participates in campaigns. Recently participated in a campaign held in Gweru	1		
<i>Response and coordination</i>						

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
19. There is a good working relationship between the police and community, especially women. Women are equally represented in community policing forums.	<ul style="list-style-type: none"> • How the Council works with the police on GBV • Existence of committees on GBV • No of women and no of men on these committees 	<p>Records</p> <p>Photos</p> <p>Video</p>	Council has no crime statistics. The relationship between the police and community is good, because there is a crime consultative committee that involves the community and it is chaired by the Council Vice Chairperson.	3		
EMPLOYMENT PRACTICES AND ENVIRONMENT						
Selection and recruitment						
20. Women and men are employed in equal numbers across jobs, grades and in management positions and are equally remunerated for equal work. There is an affirmative action policy for ensuring 50% by 2015.	<ul style="list-style-type: none"> • No of women in management =2 • No of men in management =5 • CEO/head of administration =M • Examples of women in non traditional areas of decision-making eg finance 	Council employment statistics	Council employs more men than women and not much consideration was put in place for gender equality	0		
Capacity building						

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
21. Gender training is provided for both women and men in the council, at all levels and is done in a systematic way.	<ul style="list-style-type: none"> • Gender training conducted as part of COE's • Changing lives as a result of gender training 	COE reports Changing lives profiles	Gender Training in place with the aid of partners like Silveira House for all staff and councillors	3		
Working conditions and environment						
22. The work place is family friendly; there is a sexual harassment policy that is enforced.	<ul style="list-style-type: none"> • Maternity and paternity leave • Flexi time • Family days • Sexual harassment policy • How sexual harassment cases are dealt with 	Work place policies	No policies in place	0		
GENDER MANAGEMENT SYSTEM						
Gender structures						
23. The Council has set up a gender structure, including a gender focal person that is empowered to do its work. Gender is written into the job descriptions of key functionaries.	<ul style="list-style-type: none"> • Gender focal point – who and what level • Gender committee- who and how often does it meet 	COE and council records	GFP and Gender Champion in place. Council adopted for the formation of Gender Committee	3		
Budgets						

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
24. A share of expenditure is explicitly targeted at promoting gender equality. Women and men benefit from the mainstream budget	<ul style="list-style-type: none"> • Specific budget line for gender – what proportion of budget • Gender reflected in mainstream budget 	Budget	Council 2013 budget has gender component	2		
Monitoring and evaluation						
25. There is an M and E system in place for gender; it is used for tracing reporting purposes	<ul style="list-style-type: none"> • Regular reports to management on gender action plan. • Corrective action taken. • Score card used for benchmarking. 		No M & E systems in place	0		
TOTAL				41		