

GENDER SCORECARD FOR LOCAL GOVERNMENT
NAME OF COUNTRY: NAME OF COUNCIL = BITOU MUNICIPALITY
SCORE OUT OF FOUR WHERE 0=none; 1=POOR; 2=SATISFACTORY; 3=GOOD; 4=VERY GOOD
SUMMIT 2013: 2015 Yes we must: The SADC Gender Protocol@Work

	INDICATORS	MEANS OF VERIFICATION	PROGRESS REPORTED AT SUMMIT	OWN SCORE	GL SCORE	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 	<ul style="list-style-type: none"> - Gender Action plan was formulated in the COE workshop hosted in 2012 - Plan has not been officially adopted yet within the council 	2	2	2
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 = • No of women councillors = 	Official records	<ul style="list-style-type: none"> - 35% females - 45% males - 44% Females= Wards - Males 66%=speaker is a woman 	2	2	2
3. There are equal numbers of women and men in decision-	<ul style="list-style-type: none"> • Mayor/Chair of Committee = • Deputy 	Official records	<ul style="list-style-type: none"> - Current committees chaired by men only 	1	1	1

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making positions in Council, Mayoral committee, chairs of committees etc.	mayor/deputy chair of committee <ul style="list-style-type: none"> No of committees chaired by women = No of committees chaired by men = 					
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	-women are able to raise issues within the meetings	2	1	1
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	- Women participate in social meetings more than the men	1	1	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.	-LED focus in the council is not that strong and there are some initiatives supported by council but funding is a problem	2	1	1

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	women and men who have benefited. <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		2	1	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	<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 	Procurement policy – how gender is integrated into this.	- Procurement policies are not gender specific	1	1	1

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women.	last year.					
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. 	Climate change policy Records of meetings Photos/video	<ul style="list-style-type: none"> - Climate change is not a policy yet - There is an environmental awareness section 	2	1	1
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 	Waste management plans Gender statistics on waste management Photos; video	<ul style="list-style-type: none"> - No available stats on gender and waste management 	1	1	1
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 	Policy on land and housing	<ul style="list-style-type: none"> - No policy with sex disaggregated data 	1	1	1

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	<ul style="list-style-type: none"> No of men 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 policy on water which indicates women who chair committees	0	0	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	-	1	1	1
HIV/AIDS and care work						
14. The Council has a gender aware HIV and AIDS policy that is implemented and monitored.	<ul style="list-style-type: none"> Existence of policy Messages underscore unequal power relations between 	HIV and AIDS policy – gender dimensions		3	2	2

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	<p>women and men;</p> <ul style="list-style-type: none"> • Prevention of parent to child transmission • Men are encouraged to go for VCT • Women and men have equal access to treatment 					
15.	<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 Examples of what these have achieved Photos, videos</p>	<ul style="list-style-type: none"> - HIV/Aids policy in place - Carework has not been yet established fully 	3	2	2
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 	<p>Records of facilities Gender disaggregated data</p>	<ul style="list-style-type: none"> - No records of gender disaggregated information about recreation 	1	1	1

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	<p>cater to the needs of women and men.</p> <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 		<p>Street names are not named after women</p> <p>Streets in the townships are also named but not visible enough</p>	2	2	2
<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 	<p>Reports</p> <p>Photos</p> <p>Video</p> <p>Budget</p>	<p>- 16 Days Budget in place and money allocated for planned activities</p>	2	2	2
<i>Response and coordination</i>						

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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 	Records Photos Video	- GBV forums and also SAPS Structure	2	2	2
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 • No of men in management • CEO/head of administration =M/F • Examples of women in non traditional areas of decision-making eg finance 	Council employment statistics	- Employment statistics are in place	2	2	2
Capacity building						
21. Gender training is provided for both women and men in	<ul style="list-style-type: none"> • Gender training conducted as part of COE's 	COE reports Changing lives profiles	COE workshop has been conducted	3	3	3

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the council, at all levels and is done in a systematic way.	<ul style="list-style-type: none"> • Changing lives as a result of gender training 					
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	<ul style="list-style-type: none"> - Sexual harassment policy in draft 	1	1	1
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	<ul style="list-style-type: none"> - Gender committee/forum in place 	2	2	2
Budgets						
24. A share of expenditure is explicitly targeted at promoting gender	<ul style="list-style-type: none"> • Specific budget line for gender – what proportion of budget • Gender reflected 	Budget	<ul style="list-style-type: none"> - Budget not specifically allocated to gender issues but social development 	1	1	1

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	equality. Women and men benefit from the mainstream budget					
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. 		- Scorecard done by Gender links	2	2	2
TOTAL				42	36	37

ADDITIONAL COMMENTS

STRENGTHS

- -the council has a dedicated Gender Focal Person who is geared to conduct all the COE work
- - budget available for gender mainstreaming programmes
- COE process endorsed within the council and also supported

CHALLENGES

- Political dynamics in the council have proven to be difficult with implementing the COE process
- The lack of support and clarity given to the GFP is also very disheartening

- New Gender Champion in place and the handover in the process to new GFP could be detrimental to the COE process which will be established if not anchored correctly.

LESSONS LEARNED

- Political dynamics in this council are limiting the COE process
- Bitou Municipality needs further capacity training with regard to Gender Policy development

NEXT STEPS

- Establish whether the COE process will still continue in this council despite the heavy political and internal issues that have clearly disturbed the COE process