

GENDER SCORECARD FOR LOCAL GOVERNMENT

NAME OF COUNCIL: Rusape Town 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 		3		
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 =8 • No of women councillors =2 	Official records		1		
3. There are equal numbers of women and men in decision-making positions in	<ul style="list-style-type: none"> • Mayor/Chair of Committee =Male • Deputy= Male 	Official records		1		

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Council, Mayoral committee, chairs of committees etc.	mayor/deputy chair of committee = M <ul style="list-style-type: none"> No of committees chaired by women = 1 No of committees chaired by men = 3 					
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		4		
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		3		
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES						
6. The Council has a local economic development plan that targets women entrepreneurs as key	<ul style="list-style-type: none"> Market places designed and no of stands allocated to women. Local finance 	LED plans, how gender reflected Statistics on		4		

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beneficiaries	<p>schemes of council, no of 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. 	finance schemes.				
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 = 42 No of men in jobs created by councils = 136 Evidence of women and men being employed in non-traditional areas 	Council employment statistics by sector and area of work		1		
Procurement						
8. The Council keeps gender disaggregated data on procurement and has set a target for increasing the number and value of	<ul style="list-style-type: none"> No of female owned companies that have received contracts in the last year= 2 No of men owned companies that 8 	Procurement policy – how gender is integrated into this.		2		

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	contracts received by women.	have rcvd contracts in the 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 Scan from press conference		4		
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				
Land and housing						
11. The Council keeps sex disaggregated data on title deeds and housing, and is promoting women's	<ul style="list-style-type: none"> How gender is integrated into allocation of land and houses No of women allocated land and 	Policy on land and housing		4		

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equal access	<p>housing by council</p> <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 = 2 No of men on water/sanitation committees = 3 No of women chairing these committees/total no of committees = 1 Examples of the difference women have made 	<p>Policy on water and sanitation – how gender is integrated into this</p> <p>Gender disaggregated statistics</p> <p>Record of meetings</p> <p>Photos/video</p>	<ul style="list-style-type: none"> Clean Town Location Holding of clean up campaigns Stakeholder participation 			
Environmental health						
13. Women are equally involved in preventive health campaigns	<ul style="list-style-type: none"> Types of campaigns Involvement by women Clean up campaigns 	<p>Records of campaigns</p> <p>Photos/video</p>		4		

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	<ul style="list-style-type: none"> • Community centred prevention of malnutrition • Disease control awareness campaigns • Health and hygiene education awareness 					
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 women and men; • Prevention of parent to child transmission • Men are encouraged to go for VCT • Women and men have equal access to treatment 	HIV and AIDS policy – gender dimensions		4		
15. The Council supports care for those living	<ul style="list-style-type: none"> • Existence of care work projects 	Records of projects		4		

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	with HIV and AIDS and men are encouraged to be involved in care work.	supported by Council or in which Council is a partner. <ul style="list-style-type: none"> • Remuneration/training/support for care givers in these projects • No of women, no of men involved in care work 	Examples of what these have achieved Photos, videos			
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 men. • No of women, no of men who make use of facilities 	Records of facilities Gender disaggregated data		3		
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 			1		

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	<ul style="list-style-type: none"> No of streets named after men 					
<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	-	2		
<i>Response and coordination</i>						
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		4		
EMPLOYMENT PRACTICES AND ENVIRONMENT						
Selection and recruitment						
20. Women and men are	<ul style="list-style-type: none"> No of women in 	Council		0		

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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.	<p>management = 0</p> <ul style="list-style-type: none"> No of men in management = 5 CEO/head of administration = Male Examples of women in non-traditional areas of decision-making e.g. finance = 0 	employment statistics				
Capacity building						
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		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 	Work place policies		4		

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	<ul style="list-style-type: none"> How sexual harassment cases are dealt with 					
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		2		
Budgets						
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 = 0 Gender reflected in mainstream budget 	Budget		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. 					

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	<ul style="list-style-type: none"> Score card used for benchmarking. 					
TOTAL				60		