This award recognises progress in mainstreaming gender the local government, and Media Centres of Excellence. Use this form to do your institutional profile as part of your application process. The application must be accompanied by evidence to support all application form.

ALL FIELDS ARE COMPULSORY

THIS PART OF THE APPLICATION WILL BE UPLOADED ONLINE

Name of good practice
Live Gender Equality-do away with Gender based violence

SCORE CARD AND EVIDENCE TABLE

Please fill in progress on your score card from last year, and update the evidence. Judges will assess the progress you have made. Their score will be final.

Please upload your completed score card on the online application in the section called supporting documentation. Please name your score card as follows JWANENG TOWN COUNCIL_BOTSWANA_scorecard_N.E.K.Oaitse_14.04.2015

Please use this section to list the evidence that goes with your score card. Upload evidence on the online application in the section called supporting documentation.

<table>
<thead>
<tr>
<th>LOCAL GOVERNMENT</th>
<th>EVIDENCE Uploaded – Please Record File Names</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policy framework</td>
<td>Gender policy, action plan, GBV action plan</td>
</tr>
<tr>
<td>Governance</td>
<td>Sex disaggregated data on the council</td>
</tr>
<tr>
<td>Mainstreaming gender into existing programmes</td>
<td></td>
</tr>
<tr>
<td>Procurement</td>
<td>Procurement notices giving preferences to women or inviting them to apply/ training etc</td>
</tr>
<tr>
<td>Climate change and sustainable development</td>
<td>Any evidence of how gender is being integrated into these projects, especially sex disaggregated statistics, eg allocation of housing stands</td>
</tr>
<tr>
<td>Land and housing</td>
<td></td>
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<tr>
<td>Water and sanitation</td>
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<tr>
<td>Environmental health</td>
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<tr>
<td>HIV and AIDS and care work</td>
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<tr>
<td>Social development</td>
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<tr>
<td><strong>Gender specific projects</strong></td>
<td></td>
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<tr>
<td>Gender based violence</td>
<td></td>
</tr>
<tr>
<td>Others</td>
<td></td>
</tr>
<tr>
<td>Employment Practices</td>
<td></td>
</tr>
<tr>
<td>LOCAL GOVERNMENT</td>
<td>EVIDENCE UPLOADED – PLEASE RECORD FILE NAMES</td>
</tr>
<tr>
<td>------------------</td>
<td>---------------------------------------------</td>
</tr>
<tr>
<td>Selection and recruitment</td>
<td>Job adverts encouraging women or men to apply where they are under-represented</td>
</tr>
<tr>
<td>Capacity building</td>
<td>Evidence of gender training at different levels and sex disaggregated statistics to accompany this.</td>
</tr>
<tr>
<td>Working conditions and environment</td>
<td>Examples of how gender awareness is affecting and improving the work place</td>
</tr>
<tr>
<td><strong>Gender Management System</strong></td>
<td></td>
</tr>
<tr>
<td>Gender structures</td>
<td>Evidence of the gender structures that have been put in place – for example and organisational chart; minutes of meetings.</td>
</tr>
<tr>
<td>Budgets</td>
<td>Your council budget showing specific allocations for gender work, as well as how gender is being mainstreamed into all budgets.</td>
</tr>
<tr>
<td>Monitoring and evaluation</td>
<td>Your score card and or any other evidence of how you are going about gender mainstreaming.</td>
</tr>
</tbody>
</table>

**Resource mobilisation for work on gender equality**

<table>
<thead>
<tr>
<th>Gender specific allocation – please state the names of the projects</th>
<th>Amount local currency (specify)</th>
<th>Amount in Rand</th>
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</thead>
<tbody>
<tr>
<td>Gender specific allocation – please state the names of the projects</td>
<td>BWP 40 000</td>
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<tr>
<td>Gender in mainstream projects (please specify)</td>
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</tr>
<tr>
<td>Poverty Eradication</td>
<td>BWP 1 733 338</td>
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</tr>
<tr>
<td>Ipelegeng</td>
<td>BWP 2 279 451</td>
<td></td>
</tr>
<tr>
<td>In kind contributions to the COE process – eg venues (please specify)</td>
<td>BWP 15 000</td>
<td></td>
</tr>
<tr>
<td>Funds raised from donors or the private sector for gender work – (please specify)</td>
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<td></td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>BWP 4 067 778.50</strong></td>
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1. INSTITUTIONAL PROFILE

<table>
<thead>
<tr>
<th>COUNTRY</th>
<th>BOTSWANA</th>
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<tbody>
<tr>
<td>COUNCIL</td>
<td>Jwaneng</td>
</tr>
<tr>
<td>GENDER CHAMPION</td>
<td>MR. LEANO MOKETE</td>
</tr>
<tr>
<td>GENDER FOCAL PERSON</td>
<td>MS. NURSE EK OAITSE</td>
</tr>
<tr>
<td>Baseline score (year)</td>
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</tr>
<tr>
<td>Progress Score (year)</td>
<td>90 (2015)</td>
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<tr>
<td>Latest score (year)</td>
<td>50 (2014)</td>
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<tr>
<td>Attitude score – baseline</td>
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<tr>
<td>Attitude score – follow up</td>
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</table>

<table>
<thead>
<tr>
<th></th>
<th>Women</th>
<th>Men</th>
<th>Total</th>
<th>% Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Council</td>
<td>278</td>
<td>245</td>
<td>524</td>
<td>53%</td>
</tr>
<tr>
<td>Management</td>
<td>7</td>
<td>13</td>
<td>20</td>
<td>35%</td>
</tr>
<tr>
<td>Council staff overall</td>
<td>286</td>
<td>258</td>
<td>544</td>
<td>55%</td>
</tr>
<tr>
<td>Population served</td>
<td>8177</td>
<td>9831</td>
<td>18008</td>
<td>45%</td>
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Key characteristics
- Jwaneng is a mining town
- It is male dominated

Synopsis
Sum up the situation of the Council – how far has it come, how far has it progressed, what evidence is there of change. If possible begin with an anecdote that demonstrates this change. - 300 words

In 2010, Jwaneng Town Council Management and the political wing was taken on board on gender issues by Gender links and Botswana Association of Local Authorities. By then the Council was not conversant with gender issues. After Council orientation workshop held on 2010 for Councillors and Management, the council then came up with Jwaneng Town Council Gender Action plan. The plan has not yet been signed and adopted by the Council but the Council Management has revisited it to rectify issues pertaining to restructuring of the council services (Clinics moving to Ministry of Health and Water and Waste Water Management moving to Water Utilities Corporation). The plan was to be presented at the Education Health and Social Services Committee, but it has been postponed, instead be cascaded to the councillors as some of them are newly elected.

Though the plan has not yet been signed and adopted, the council has elected a Gender Committee comprised of focal persons from different departments. The committee has drawn the Terms of Reference to guide their operations and so far Gender issues have been cascade to their departments. Also issues which did not involve monetary aspects were carried out.

The council has a gender champion who is a male and links the Committee with the Management regarding their plan and activities. It has conducted various activities to sensitize the community on gender issues especially that fight gender based violence (for example district pitso themed eliminating gender based violence, on the 26th March 2015. The council management took the initiative in organizing the event activities. The council has appointed gender focal person who is responsible for ensuring that gender based activities are implemented.

Since the implementation Gender plan in 2011, there was no budgetary allocation for gender activities, but during financial year 2014/15 an allocation amounting P28000.00 was done through Social and Community Development Department.
Key objectives

Please state the key gender mainstreaming objectives of the COE – 300 words

• To facilitate the speeding up of the adoption and signing of the gender action plan. Jwaneng Town Council gender action plan has not been adopted and signed. This document has been revisited by council management team and it will be cascaded to councillors. This is because five (5) out of nine councillors are newly elected. An orientation workshop has been planned end of May 2015
• To identify the magnitude of the issues of Gender Based Violence in Jwaneng. Jwaneng town council has been hands on in issues of gender awareness and sensitization since 2012. Therefore it is very critical to assess the impact of the awareness campaign to the community by conducting a mini survey.
• To continue sensitizing and conducting campaigns for Jwaneng community on gender issues. More companies/contractors are coming to Jwaneng because of the expansion of the mine. We have not yet managed to reach out to some of these companies, therefore for this financial year our campaigns and sensitisation will focus on these groups.
• To share the summit result with Council Management and the Councillors especially the Score Card. It has been discovered tha most of the Council operatives are not gender sensitive therefore it is very imperative to discuss this with them for effective action.
• To conduct workshop for councillors, most of the councillors are newly elected hence the need to take them on board on Gender Action Plan.
• To formulate gender Policy for Jwaneng Town Council relevant to our current situation.

Background

Give some background - What was the situation before the intervention? Include evidence from leaders within the institution, and those served by the institution – 300 words

Jwaneng Town Council started mainstreaming issues of Gender in 2011. Issues of gender, especially gender based violence were recorded through Social and Community Development Department; and only victims were being consulted during counselling process and sessions. Gender issues were not discussed at social gathering and victims were not open to talk about their demise and would at times withdrew reported cases.There was minimal collaboration between the police and the Council, and referrals were not given the uttermost consideration. There were no activities which were geared towards gender and gender based violence. Such activities like commemorations, budget and sensitization workshops. Gender Affairs Department, Gender links and BALA were the only custodians of gender mainstreaming activities and ensured implementations of those activities. Afters series of consultation and sensitization with the community, the council management and other stakeholders, gender issues are given consideration as people are now aware of gender issues and gender based violence, and the importance of mainstreaming them. Deputy Town Clerk in one of weekly wellness briefings sensetized the staff about Sexual Harassment in the Workplace.
During the District Pitso held on the 26th March 2015, the Town Clerk said ...*now, to all women here today, global statistics indicated that you are the main victims of gender based violence. I want to say to you that Jwaneng Town Council including myself is here to encourage you to speak out and break the silence on abuse as we build networks of individuals and organisations committed to creating community free of violence.*”

He further said,” *...bomme, the time for complacency is long gone. The silence and tolerance has been broken by the available resources and now is the time for you to speak with one voice and enjoy the full benefit of the system that our government has put in place to offer you redress.*”

Mr D.Kalantle – JTC Town Clerk

During Debswana Jwaneng Mine local leadership consultation forum, Women Commissioner, Olga Ditsie raised a concern that Mine Management (EXCO) comprised of men only. She gave an example of Shell Companies as having a certain percentage of management position of women and thus challenged the mine to do so. Jwaneng Mine General Manager, assured the team that he will make a serious consideration for the inclusion of women. The meeting was held on the 27th March 2015.
Key activities

Please list at least five in bullet form – 500 words

- Council female employees’ workshop. The workshop was held on the -29th July, 2014 under the theme “Fight gender based violence; create a conducive environment for our communities”. A total number of one hundred and forty eight female employees attended the workshop. The objectives of the workshop were as follows:
  - To sensitize women on gender issues and gender based violence
  - To take women on board about acts and policies that fight or prevent gender inequality and gender based violence
  - To sensitize the participants about the available services for gender based violence victims
  - To map a way forward on how to fight gender based violence
  - The workshop was officially opened by the Town Clerk

Some of the women who attended the workshop

- Launch of 16 days of activism campaign on the 27th November 2014 under the theme “From peace in the home to peace in the world: Let’s end violence against women and children with disabilities”. The campaign was very successful, the community participation was very high. The total number of participants was between two hundred and fifty and three hundred. The objectives of the launch were as follows:
  - To sensitize the community about sixteen days of Activism against women and children
  - To mark start sixteen days of Activism activities
Another key activity that the council carried out was the women from churches workshop. The workshop was on the 4th December 2014. It was one of the activities that was planned under 16 days of activism campaign, therefore the national theme was used. The welcome remarks were done by the Chief Social and Community Development Officer- Mrs Sylvia Gilika. The objectives of the workshop were:

- To sensitize women from different churches on issues of gender and gender based violence
- To find out what is the role of churches on gender based violence.
- To be sensitise on how to have a stable and sustainable marriage.
- To have a way forward on how to curb gender based violence in our town.

At the end of the workshop as a way forward, the participants suggested to have Jwaneng District committee, but specifically that will address issues of gender at their different churches. Other churches did not attend, therefore members will be co-opted.
Women pastors from Ministers Fraternal at the women in churches workshop

- Gender Based Violence survivors/support group workshop.
  It was held from the 23rd – 24th February, 2015. The workshop was organised for gender based violence survivors (this is a group of women who experienced gbv in their life time). They formed this group in order to share their life experiences and help each other. The objectives of the workshop were as follows:
  - To empower the survivors with life skills
  - To introduce gender concepts
  - To teach them about the importance of support groups
  - To teach them about issues of confidentiality and self esteem

Some of the women survivors at the workshop
Women survivors

- District Pitso
  The activity was held on the 26th March, 2015. The theme of the activity was “eliminating gender based violence”. The activities were presentations and stalls by different stakeholders on how the community could eliminate gender based violence in the township. There was also a panel discussion with panellist from different sectors being bo Kgosi, Police, Social and Community Development, GBV survivors.

Some of the participants at the stall and panellists during Pitso
**Resource allocations**
Please put a summary here from the information uploaded

<table>
<thead>
<tr>
<th>Resource allocation</th>
<th>Local currency</th>
<th>Rands</th>
</tr>
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<tbody>
<tr>
<td>Council allocations to gender-specific projects</td>
<td>BWP 40 000.00</td>
<td></td>
</tr>
<tr>
<td>Council allocations to gender in mainstream projects</td>
<td>BWP 4 066 278.00</td>
<td></td>
</tr>
<tr>
<td>In –kind support to the COE process</td>
<td>BWP 15000.00</td>
<td>BWP 4 067 7785</td>
</tr>
</tbody>
</table>

**Challenges**

What have been the main challenges? How have these been overcome? 300 words

- Gender plan has not been signed and adopted (Full Council) – this has hinders the cascading of the plan to other government department.

The plan has been discussed at management level though at standstill, non-monetary activities were extracted from the plan and were carried forward.

NB: This plan was initially discussed with former councillors therefore the newly elected councillors will be taken on board regarding the plan.

- Departments do not mainstream gender issues in their development plans even though it shows they should own it

  ➢ Continuous sensitisation and Education is on on-going as evidenced by the appointment of departmental Focal Persons.

- Financial constraints - Budget allocated is not gender responsive since other departments do not budget for gender activities in exception of S&CD (shortage of IEC material etc)

  ➢ Despite the insufficient budget, activities continue through stakeholder s’ collaboration funding i.e. Gender Links, Men Sector, GAD.
Results (Please fill in what is relevant to your COE)

Women’s empowerment
How have women been empowered as a result of the COE work? – 200 words

Jwaneng Town Council is one of the councils which have implemented poverty eradication programme. Since the inception of the programme in 2012, a total of forty-three projects have been started. These projects include Bakery, Laundry, Pottery, Sewing, Catering, Glazing to mention a few and thirty two are owned by women. These projects have created employment for forty-nine women. These women have indicated that they no longer depend on their spouses as they used to, because they are now financially stable. One of them has confirmed that, she used to work in one of the catering companies in the mines and was retrenched. She could not find any employment, and immediately as poverty eradication was introduced, she was one of the first beneficiaries to apply and was approved for Laundry. The project is doing well enough to sustain her family. (said Ms Tekanyo)

Ms Tekanyo – laundry beneficiary project

Social and Community Development is one of the Departments that deal with different cases, gender based violence included. Most of the clients that are attended are women. Realising the increasing number of female victims, they were mobilised to form a Gender Based Violence Support Group. The group has been taken through different levels of training, support and mentoring to equip them with life skills and general knowledge. These include the monthly
meetings and the psychosocial support workshop conducted for them. Gender links has also mobilised these women to make and submit the project proposals for different projects. Some of them have projects which are funded under Poverty Eradication Programme. They have a committee which meets on monthly basis to discuss and share their experiences and give each other support.

KELSI Security has allocated three slots to Council through Social and Community Development.
Under Ipelegeng programme, a total number of 3064 beneficiaries/labourers are engaged and 2579 are women.

A total number of 28 women are engaged in the Feeding Programme for Ipelegeng beneficiaries/Labourers.
Women in Churches and Jwaneng Town Council Female employees Training Workshops were conducted for Women empowerment.

Evidence
Please provide at least one quote from a woman beneficiary to support your statement on women’s empowerment. Please remember name, surname and designation.- 100 words
One woman said, women in churches neglect issues of gender and gender based violence, because they would want to submit to their husbands as the Bible says, forgetting that they also have emotional needs and rights that they need to take care of. She also went on to say that violence can also be done by the pastors towards women or even the same church members can spread violence – Kgakgamatso Phitshana.

**Men for change**

Have men become more supportive of gender equality as a result of the COE work? Please give examples – 300 words

Men take part in COE work by attending, participating and contributing during activities. Gender based violence is increasing at an alarming rate in Jwaneng District, therefore as a reaction to this concern the Acting Deputy District Commissioner Mr Thusego Nyoni called a stakeholders meeting. In this meeting he indicated that Jwaneng is facing a serious challenge of social ills, and gender based violence is leading, seconded by teenage pregnancy.

Jwaneng Town Council Clerk, Mr Dick Kalantle, in his objectives during the District Pitso said, “...now, to all women here today, global statistics indicated that you are the main victims of gender based violence. I want to say to you that Jwaneng Town Council including myself is here to encourage you to speak out and break the silence on abuse as we build networks of individuals and organisations committed to creating community free of violence...”

He further said,” ...bomme, the time for complacency is long gone. The silence and tolerance has been broken by the available resources and now is the time for you to speak with one voice and enjoy the full benefit of the system that our government has put in place to offer you redress...”
The Community Faith Based Organisations (this includes male pastors/reverends) do take part in activities organised to address issues of gender. They facilitated during workshops conducted for Women Empowerment (e.g. the role of churches on gender based violence - during the workshop organised for women in churches). Moreover, it is evident that FBOs also give Women the opportunity to be Leaders in Churches.

Jwaneng Gender Committee has fourteen members, and out of this there are six men. It is also chaired by a man and deputised by a
Members of Jwaneng Gender Committee

Evidence
Please provide at least one quote from a man involved in the COE process to support your statement on the improvement of service delivery. Please remember name, surname and designation - 100 words. Mr Rabasimane, secretary for gender committee and a typist for the council has once said that being elected to the Gender Committee has opened eyes and ears for him. He went to say that he used to think that only women experienced gender based violence and has realised that all are affected including men. He says that’s being part of the committee he will try to make a difference and preach about gender based violence during men social outings and encounters such as men sector and football matches.

Changes at household level
Has the work of the COE resulted in changes in power relations at the household level? Please give a few examples – 300 words.

In Biblical perspective, a man is the head of the house-hold and the women is expected to be submissive to his husband. Culture has abused this notion. One of the victims said, “we, the people of old days, we were emotionally abused. Because we were expected to wake up at late hours when the husband arrives where ever he was and give him food. You were not allowed to tell him it is late. There was nothing protecting us. But today, there are amended and enacted laws that protects the women’s rights. The services are
available where we can report the abuse”, said Kebaneemang Sekoba – Gender based violence survivors support group member.

Survivor

Women used to report cases at police and later withdraw them. After sensitisation on gender awareness including gender based violence, cases are resolved at police and where necessary they are referred to relevant stakeholders i.e Customary Court, Court of Law, District Commissioner, Social Welfare, e.t.c. This is evidenced by statistics of resolved cases by police.

The formation of the Gender Based Violence Survivors Support Group has also made a significant change at household level. The members share experiences as they come across different challenges. More women are coming forward to seek assistance on gender issues and Gender Based Violence.

Evidence
Please provide evidence of changes at household level through at least one quote from a community member. Please remember name, surname, organisation and designation. 100 words
Changes in attitudes
Are attitudes in the community changing as a result of the COE work. Please provide at least one example. 200 words

Some people, both men and women used to think that issues of gender are for those rich women who live in towns. They had negative attitudes towards gender issues.
But after continuous sensitation, they have realised that gender issues are a social concern especially that they breed gender based violence.

Different Council Departments are anxious to be addressed on gender issues during their wellness talks. Men are participating on organised activities that address Gender Based Violence and when making comments they are gender sensitive, they articulate the situation as it is. For example, during District Pitso,a man made a comment by saying “some cultures fuel gender based violence because of seantlo (whereby you are to marry either your brother or sister in-law after the death of the spouse.” He further said that “...cohabitation fuels gender based violence. This is because the partner abuses you, because you are scared to report him as he is the breadwinner...”Kgosi Letshele, Raphalane Customary Court.
Another woman commented by saying that “...as women we are contributing towards gender based violence. This is because we fall into abusive relationships because of the riches. She said you have to be with somebody who respects you as a woman, since we have rights, we should not allow other people to violate them...”

Evidence
Please provide at least one quote that demonstrates changes in attitudes. Please remember name, surname, organisation and designation. – 100 words

Changes at the work place
What changes have taken place at the work place as a result of the COE work? Please give examples. 300 words

Some people, both men and women used to think that issues of gender are for those rich women who live in towns. They had negative attitudes towards gender issues.

But after continuous sensitation, they have realised that gender issues are a social concern especially that they breed gender based violence.

Different Council Departments are anxious to be addressed on gender issues during their wellness talks. Men are participating on organised activities that address Gender Based Violence and when making comments they are gender sensitive, they articulate the situation as it is. For example, during District Pitso, a man made a comment by saying “some cultures fuel gender based violence because of seantlo (whereby you are to marry either your brother or sister in-law after the death of the spouse.” He further said that “...cohabitation fuels gender based violence. This is because the partner abuses you, because you are scared to report him as he is the breadwinner...”
Another woman commented by saying that “…as women we are contributing towards gender based violence. This is because we fall into abusive relationships because of the riches. She said you have to be with somebody who respects you as a woman, since we have rights, we should not allow other people to violate them…”

Evidence
Please provide evidence of these changes through at least one quote from a Council functionary. Please remember name, surname, organisation and designation. 100 words

Service delivery
How has the quality of service delivery improved as a result of the COE work—500 words?
The Centre of Excellence provides gender sensitive service delivery. Both men and women access services equally, regardless of their sexes and there is also excellent service delivery from service providers of both sexes as they are all competent on the services they provide. Customers are accorded freedom of choice to be attended by a service provider of their preferred sex, especially in sensitive issues such as counselling.
Evidence
Please provide at least three quotes from beneficiaries to support your statements on the improvement of service delivery. Please remember name, surname and designation- 150 words

Public participation
How have you involved the community in the COE work? What impact has this had? 200 words

Since the sensitation of the gender awareness we have experienced a satisfactory turn up of the public in these events. The activities are attended by both men and women. The public is invited through the Public Address System.
During the Launch of Sixteen Days of activism Campaign, themed Walking in Her Shoes, a total of 300 Community members attended the activity.

There was also a Commemoration of the Day of People Living with Disabilities, which was commemorated under the theme; **Sustainable Development, the Promise of Technology**. The activity was also well attended by the community.

Another event that showed the participation level of community members was the Jwaneng District Pitso, under the theme; **Eliminating Gender Based Violence**, that was attended by about a total of 460 people. One member of the community has said that, nowadays information is readily available in the offices and they can access pamphlets and officers when they need assistance. He went on to say that workers nowadays understand their roles and responsibilities and you cannot be driven away unassisted because it shows goddo flow of information, James Motaung – Ward Development Chairperson.
Evidence
Please provide evidence of community involvement through at least one quote from a community leader. Please remember name, surname, organisation and designation - 100 words
One of the survivors at the District Pitso has said “women are the victims of Gender based violence, there is a need to be strong and vocal and kill the violence monster. She urged women to be firm and carry on with their lives because there is life after violence, it makes you strong, so there is need to empower others – Mrs Gupta – Bomme Isago Association.

Outreach through the media
How do you engage with the media to popularise the SADC Gender Protocol and the work on gender equality? 150 words
Jwaneng Town Council Public Relations Office, serves a critical role in publicising gender activities through their Thari Magazine, which is publicised on quarterly basis. In all these events government media (Information and Broadcasting Services) is invited, however at times they never turn up for coverage of such events, therefore limiting the outreach of Jwaneng District activities. Activities are also publicised through social media e.g there is a Facebook page created.

Evidence
If you can, please provide at least one example of media coverage resulting from your work Url, pdf, You tube
Changes at a policy level that have come about as a result of the COE work

Please use this space to note any changes that have come about at a policy level as a result of the COE work. – 300 words

- Though currently there is no policy that have changed due to the influence of the COE work, the Gender Committee has realised that most of the policies are not gender sensitive e.g. Jwaneng Town Council Housing Policy, hence they have taken it upon themselves to review it and recommend for its amendment.
Evidence
Please provide evidence of these changes. – 100 words

Any other changes that have come about as a result of the COE work
Please use this space to note any other changes that have come about as a result of the COE work.

• The COE management has claimed the frontline in the fight against GBV.
• Awareness has been raised thus making stakeholder collaboration during activities easier and productive.
• More clients are coming forth to seek intervention since they are now aware of gender related issues.
• The Gender Based Violence support group is fully functional.

Evidence
Please provide evidence for any additional information you have provided.

Lesson learned and innovation
• What lessons have been learned in the COE process?
• The COE management has claimed the frontline in the fight against GBV.
• Awareness has been raised thus making stakeholder collaboration during activities more easier and productive.
• More clients are coming forth to seek intervention since they are now aware of gender related issues.
• The Gender Based Violence support group is fully functional.

• How are these being applied?
  ➢ Organising and conducting activities geared towards addressing and eliminating gender based violence and including it in the council budget.
Formation of gender based violence support group.

300 words

Learning and sharing with other councils
How have you learned from and shared with other Councils involved in the COE process? Please be specific – give names of the Councils, where and how you met and shared. Some Councils have been invited for District Pitso to come and share experiences with them. A panel discussion was conducted and they participated. The following Councils, attended, South East and Kgalagdi District. Telephonically assistance has been sought fro Lobatse Town Councils on activities that could help eliminate gender based violence. Some Tribal Authorities like chief representatives attended the Pitso and one chief said, gender based violence is a multi sectoral issue and everybody should be involved in fighting the scourge. He said it’s a fact, culture influences gender based violence but there is a point where culture is important and should not be abused, so lets take from culture what is beneficial and leave out what is not, said Kgosi Puso Gaborone.

Evidence
Please provide evidence of this engagement, for example a quote from a Councillor in another COE.- 100 words

Sustainability and replication
- How can the COE work be sustained within your organisation?
- Strengthening the existing structures that drive the Centre of Excellence work (e.g. gender committee, gbv support group, men sector)
- Increase the portion that is allocated to gender activities, as some of the activities need more funds (e.g. district pitso)
- Signing and adoption of the gender plan and sharing it with other stakeholders through relevant forums/structures (Urban Development Committee).
- Giving incentives to those who show passion and dedication on gender issues
- Issue of mainstreaming gender activities in our plans be emphasised and implemented

- How can the COE work be cascaded to other Councils? How can your Council contribute to the cascading process?
Cascading to other councils can be done through involving other nearby district by including them in the action plan and sharing the activities.

- Mobilising and sharing resources for effective collaboration.
- Engaging and inviting Districts in commemorations like sixteen days of activism campaign.

South East District Council and Kgalagadi District Council were invited to participate in the Gender Pitso held on the 26th March 2014.