

2015 SADC GENDER PROTOCOL SUMMIT AND AWARDS CENTRES OF EXCELLENCE LOCAL GOVERNMENT INSTITUTIONAL APPLICATION

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.

Name of good practice

South East District Council-**GENDER MAINSTREAMING AN INSPIRATION TO THE FUTURE...**

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 **SOUTH EAST DISTRICT COUNCIL_ BOTSWANA_scorecard_ S. T. MOAMOGWE_15/04/2015**

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.

LOCAL GOVERNMENT	EVIDENCE UPLOADED – PLEASE RECORD FILE NAMES
Policy framework	SEDC Gender Action Plan, GBV action plan
Governance	List of councillor and their committees List of council employees
Mainstreaming gender into existing programmes	
Procurement	Terms of Reference for SEDC procurement Invoices for bricks purchase Tender Document for awarded tender to a woman Micro Procurement approval for tea meetings Bread supply in schools award report
Climate change and sustainable development	Report on the progress of street naming Report on the progress of tower lights in Otse
Land and housing	Photos of street lights
Water and sanitation	Report on SEDYEA projects and photos of female football teams
Environmental health	
HIV and AIDS and care work	Report on how to improve Poverty alleviation project and the list of beneficiaries
Social development	
Gender specific projects	List of beneficiaries assisted with SHHA housing

LOCAL GOVERNMENT	EVIDENCE UPLOADED – PLEASE RECORD FILE NAMES
Gender based violence	
Others	
Employment Practices	
Selection and recruitment	Nothing in place yet but just general adverts
Capacity building	Workshop trainings, programmes of the workshop and photos
Working conditions and environment	Examples of how gender awareness is affecting and improving the work place
Gender Management System	
Gender structures	Gender Committee, minutes of the meeting and schedule of meeting
Budgets	wellness plan which shows the budget
Monitoring and evaluation	score card of SEDC

Resource mobilisation for work on gender equality

	Amount local currency (specify)	Amount in Rand
Gender specific allocation – please state the names of the projects	NONE	
Gender in mainstream projects (please specify)		
Orphan Care Programme	6500 000	
Home Based Care Programme	3 210 737.40	
Poverty Eradication Programme	5 012 325.40	
Wellness Committee	80 000.00	
In kind contributions to the COE process – eg venues (please specify)		
Funds raised from donors or the private sector for gender work – (please specify)		
BOCAIP	102 300.00	
TOTAL	4905362.80	

1. INSTITUTIONAL PROFILE

COUNTRY	BOTSWANA			
COUNCIL	SEDC			
GENDER CHAMPION	MR MORAPEDI- DCS(TECHNICAL)			
GENDER FOCAL PERSON	SEMAKALENG MOAMOGWE			
Baseline score (year)				
Progress Score (year)				
Latest score (year)				
Attitude score –baseline				
Attitude score – follow up				
	Women	Men	Total	% Women
Council	7	18	25	28
Management	7	15	22	31.8
Council staff overall	352	342	698	50.4
Population served	63 801	58 577	122 378	52.1
Key characteristics				

Synopsis

South East District Council is a small district in the Southern part of Botswana and covers five villages i.e. Ramotswa, Tlokweng, Mogobane, Otse and Taung. The council Management was taken through GBV action plan workshop from the 3rd to 5th February 2010 and that was when the action plan was made. In February 2014 the Gender Committee was elected which comprises of Ramotswa and Tlokweng Personnel. The committee has 4 females (including Woman commissioner) and 3 Males. Since 2010, SEDC has had 2 Women Commissioners, and the current one is Hon. Cllr Matlala. The Current Focal Person is also a woman. SEDC has a gender Champion who is deputy Council Secretary(Technical).As of March 2014 the committee worked on the review of the action plan which was adopted by Full Council on the 26th August 2014.SEDC has a gender representation in management meetings which started in February 2015 and held monthly. Chief S&CD has been appointed as a representative along with Gender Champion in Council Management .Both the Committee representative and the Gender Champion sit in monthly Management meetings. At the Moment the committee works the local NGOs in gender based violence like BOCAIP, Mosadi Pilara, Shelter For The Hopeful, Re Fa ka Bone and SEDYEA. SEDC have signed the statement of commitment with Gender Links.

There is information dissemination through the Wellness meetings, Children empowerment workshops, commemorations like woman s day and 16 days of activism and Wednesday HIV/AIDS prayers

Key objectives

- ❖ To build a gender sensitive community
- ❖ To provide gender sensitive services
- ❖ To reduce gender based violence
- ❖ To encourage equal participation in economic activities
- ❖ To increase community awareness on GBV and its linkage to the spread of HIV/AIDS
- ❖ To build capacity of SEDC Service Providers to offer services and activism against GBV effectively

Key activities

- Provision of Psychosocial Support e.g Children's Retreats.
- Community awareness and training
- Capacity building for local women organization
- Continuous skill trainings, access to economic opportunities and rehabilitation programmes by victims and vulnerable groups.
- Increase visibility and accessibility of promotional materials and literate on GBV
- Religiously observing the commemorations of GBV and other days to mainstream Gender
- Uptake the status of Gender Committee
- Facilitate training of council staff and councillors on Gender
- Harmonization of plans for like-minded or mandate institutions e.g. SEDC, SEYDEA,BOCAIP, MEN Sector etc. for efficiency and life changing impact

Resource allocations

Please put a summary here from the information uploaded

	Local currency	Rands
Council allocations to gender-specific projects	No Budget	
Council allocations to gender in mainstream projects		
Orphan Care Programme	6,500,000.00	
Home Base Care	3,210,737.4	
Poverty Eradication	5,012,325.40	
Wellness Committee	80,000.00	
In-kind support to the COE process BOCAIP	P102 300,00	
Total	14905362.80	

Challenges

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

- women in poverty:

There are 357 female who are registered as destitute and 177 males. This number increases on monthly bases as there is a serious problem of destitution in district.

Women have been trained on different poverty eradication programmes

More women are enrolled in Poverty Alleviation Project

Poverty alleviation project (13 women and 6 men in brick moulding).



- No budget

Funds are sourced from different departments.

- Stereotype

Continuous education to the community

Women's empowerment

We have 210 operational women Projects for poverty eradication programmes

37 women in bakery

10 in Jam & vegetable pickles

9 in Hot Dogs catering

30 in Fashion Design

29 in Hair Salon business

2 in flower arrangement

39 For Food Catering

28 in Tent Hire

1 in Carpentry

18 in kiosk business

5 in Home Laundry

1 in Upholstery

1 in panel Beating

- ❑ Quote1: Lizzy Rabotsima : i own a kiosk and i used my daily profits to connect electricity into the yard and am paying P300 monthly installments. I also support my family and buy school uniform for my children



- ❑ Qoute2: Saba Mpharitlhe:I was a needy student assisted from S&CD.I was taken through the fashion design training and assisted with machinery to start the project in 2007. I then went for further studies at limkokwing as a fashion designer and completed in 2011.am now running my own business and I have hired 2 employees to assist me. each employee is paid P900 per month .I use my income to pay school fees for my son at English medium,support my family and I have also improved our family house.



Qoute3:DA Hair Gallery: We are a group of 3 woman,our project started in November 2014 and we rented P700 room. each one of us get 50% of what we have done each month which is P986 each. ever since we started this project we manage to buy food and cater for children s school necessities.



Men for change

- Men now involved in businesses that were normally meant to be for women
- ❑ A beneficiary whose wife was given bakery project and the wife did find a job and he took over the project. He is a full time supplier and council has awarded him a tender for supplying of bread in schools in Ramotswa

Quote1: Olemogile Motlhagodi: am running a bakery project in Ramotswa and I have been awarded a teder to supply bread in 2 schools, St Condrad and Centre for Deaf primary schools.other than this tender I depend mostly on baking scones,rock bun,pies and sell them in door to door offices and homes.

- Men now working as cleaners in the workplace

Quote2:Tshepo Molelekwa: am a young man who has been hired by SEDC as a cleaner. I clean offices on daily bases just like my woman colleagues. I also prepare tea for meetings and iam enjoying my Job as am now independent can assist at home.



Changes at household level

Agnes Mothobi has been assisted with a kiosk in 2013. She uses her income to provide for her ailing mother and family

Itumeleng Mapogo has been assisted with a tent to start tent hire business in 2013. She bought washing machine, increased her chaffing dish with 10 more and increased the seat covers with 45 more and bought a gazebo in addition. She has an income of P2795 since she started.

Changes in attitudes

- *Men are now in home based care committees*
- *Me are now coming forward to demand custody and show interest on raising their children*
- *There are cases of men who does not want their children to be registered as orphans.*

Quote:Mr Mooketsi: I do not want my children to be registered as orphans because am working and I provide for them monthly.am in process of getting the custody for my kids.

Changes at the work place

- **10 women are driver"s:**

Thandi Mmokolodi, a woman driver at SEDC, she is able to provide for her Child and Family as a single woman



- **More women in engineering careers**

Mrs. Gaseitsiwe is a Principal Physical Planner
Ms. Manowe is the Principal Mechanical Engineer
Ms. Mabise is a Principal Structural Engineer
Ms. Grantham is a Principal Quantity Surveyor
Ms. Mampore & Ms. Pona are electrical technicians

- **Council Came up with an initiative of hiring men and woman as cleaners**

Service delivery

Small business are given priority in terms of provision of bread for meetings and are rotated. Council have also given poverty eradication beneficiaries priority when Procuring for council workshops.

Catering beneficiaries being allowed to sell their food in council premises other than people going to outside stores to buy food.



Capacity Building

Workshop held for beneficiaries workshop at Ramotswa

"Poverty in most of the poor families in Botswana or anywhere else has become a vicious circle. To break this circle, mind-set change is required, according to Odirile Mokane, Social Welfare Officer, when kick starting a two week Bakery training at Anong Community Hall on Monday. The workshop is meant to equip trainees with skills to run bakery business.

Mokane emphasized that being born in a poor family does not mean one should allow himself/ herself to be poor for the rest of their life. "No one is destined to be poor for good; we choose to be poor in most cases", he added.

He also advised against the

Attitude of wanting to be receiving from the government all the time, rather than being proactive and self-sustaining, as many people have been given these projects of poverty eradication and only to find out that they have deserted them.

Mokane also said in line with the aim of fighting poverty eradication and encouraging the above mentioned spirit, people always find reasons to resist change, or opportunities availed to them.

Officiating,, Hon. Keakile Keakile, Chairman of Ramotswa Sub-District commended the Department of Social and Community Development for a wonderful initiative and having found it fit to give life skills that may change people`s lives forever. "Government cannot employ all, it is deserves emphasis that people should use the opportunities of self-employment and better their lives".

For his part, John Sephobe, Principal Social Welfare Officer said that not only do they want to develop Batswana, but also Botswana as a country.

The workshop under Poverty Eradication- Alternative Packages lined up speakers in Food & Hygiene, Skills in Baking, Medical Examinations, and at the end of the workshop trainees will be awarded certificates during the graduation.

"Government cannot employ all, it is deserves emphasis that people should use the opportunities of self-employment and better their lives"

HON. KEAKILE KEAKILE

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

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*

Outreach through the media

All gender activities are given slot in council newsletter which comes out monthly. All the activities of the committee are covered in Itseele News Letter.

The Gender focal person facilitated in a workshop of GBV awareness for women in Ramotswa and was covered by Botswana daily news of the 10th June 2014.

Any other changes that have come about as a result of the COE work

▪ RE FA KA BONE

The centre is aimed to assist to provide day care for the elderly and those with mental retardation in Ramotswa village. This initiative came after the realization that there is no longer the safety nets that were provided by the extended family system. This initiative assisted the caregivers to engage in income generating activities while parents are at the

shelter during the day. The institution provides food, assistance with taking medication, arrangements with medical check-ups, Life skills and counselling to the elderly. The centre caters for both males and females and that means the gender message has been internalised

Elderly - 9 Males and 19 Females

Mentally - 9 Males and 14 Females

SEDC has been supportive in terms of transport and its personnel in terms of any need that is required. During the launch the council supported the institution with P10 000.00. The launch was done on the 25th of March 2015



Re Fa Ka bone Staff

One of the beneficiaries doing her life skills at the centre



Lesson learned and innovation

Stakeholder collaboration is very important especially that there is no specific budget, BOCAIP as one of the NGOs we work with, have been given the budget for GBV priorities and therefore awareness to the community will be done easily. One workshop had already been done for law enforcement officers in the District on how to deal with Gender Based Violence issues. As a result of this workshop it has been agreed that the District Gender Committee be formed.

Sharing of experiences is essential as we learn more from others. SEDC as it has been mentioned earlier is still behind on gender mainstreaming, so it will be essential to Benchmark on councils that have been doing well.

Intensify awareness on issues of violence from an early age and involve civil society for grass root mobilization. Most Gender violence happens at home, therefore a child growing up in violent environment may result in a child turning into violent adult. More awareness must be done for children to grow up understanding Gender violence.

It is important for gender focal person to attend management and full council for monitoring and evaluation of Gender issues within the council.

The council has to enforce information dissemination by Intensifying targeted public education campaigns on GBV through commemorations, include and make it specific in the strategic plan.

Affirmative Action to empower the vulnerable groups is important

Inadequate resources should not render us inactive: we do with the little we have for optimal benefit.

Learning and sharing with other councils

- Lesotho Municipality came to share with SEDC on what they do and also learn more on us.
- Namibia delegation came to learn about poverty eradication programmes implemented by SEDC



Namibian Delegation paying attention



Poverty Alleviation delegates with North East District Council host

Sustainability and replication

- *Psychosocial Support must be continuous*
- *Community awareness and training to be continuous*
- *Capacity building for local women and men organization*
- *Continuous skill trainings, access to economic opportunities and rehabilitation programmes by victims and vulnerable groups.*
- *Increase visibility and accessibility of promotional materials and literate on GBV*
- *Religiously observing the commemorations of GBV and other days to mainstream Gender*
- *Uptake the status of Gender Committee*
- *Facilitate training of council staff and councillors on Gender*
- *Harmonization of plans for like-minded or mandate institutions e.g. SEDC, SEYDEA, BOCAIP, MEN Sector etc. for efficiency and life changing impact*
- *Functional Forums e.g. Children's forum to be capacitated on Gender Based Violence*
- *Review Gender plan annually and hold Awareness Campaigns*
- *Equip Committee with skills*
- *Report Gender issues to relevant structures*
- *Sharing experiences with other councils*
- *Joint Crusade on GBV*
- *Establish Strategic partnerships in the areas of Gender*
- *Create Mentorship programmes with councils that are doing well*