



1 Challenge

CAN A BUDGET BE GENDER-BLIND?

Gender equality commitments were not always reflected in municipal planning and budget.



Water



Sanitation



Roads



Waste collection

These services may seem gender-neutral, but they affect women and men differently.

The aim: move from gender equality commitments to budget action.



2 Response

CHANGE HAPPENS WITH PEOPLE, NOT TO PEOPLE.

We worked together building awareness, capacity and partnerships to make GRB a reality.





3 Results

REAL PROGRESS. LASTING IMPACT.

GRB is becoming part of how we plan, budget and deliver services.



GRB ENTERED THE MUNICIPAL CONVERSATION

GRB is recognised as a budgeting approach.



POLITICAL OVERSIGHT STRENGTHENED

MPWC meetings are included in the municipal meeting schedule.



CAPACITY WAS BUILT

Council and management representatives received GRB training.



A POLICY WAS DEVELOPED

Draft GRB policy compiled and considered through strategic planning.



THE NETWORK EXPANDED

Partnerships created continued technical support and learning.



WORK IN PROGRESS

Policy adoption and gender-related KPIs in senior managers' performance agreements remain outstanding.



4 Learning

WHAT CHANGE TAUGHT ME

"Silence is the
enemy of change."



POLITICAL WILL
Leadership support matters.



PERSISTENCE
Stay with the vision.



PEOPLE
Change happens with people, not to people.



CONTEXT
Adapt GRB to local realities.



EVIDENCE
Sex-disaggregated data matters.



SYSTEMS
Change must survive beyond one champion.



5 Transferable Method

FROM GENDER COMMITMENT TO BUDGET ACTION

What can other municipalities learn from this experience?



LENS ON GENDER EQUITY NPC

To sustain the work, we have established a non-profit focused on GRB advocacy and education, helping ensure the agenda continues beyond one political champion.