

GENDER SCORECARD FOR LOCAL GOVERNMENT

NAME OF COUNTRY: LESOTHO

NAME OF COUNCIL =LIKILA

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 	<ul style="list-style-type: none"> ✓ There is no gender/action plan ✓ The council has minutes of their monthly meetings. ✓ The council does not have photos 	2	1	1
GOVERNANCE						
Representation						
2. There are equal	<ul style="list-style-type: none"> • No of men 	Official records	✓ Council records	4	2	2

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	numbers of women and men councillors in the Council. <ul style="list-style-type: none"> councillors = No of women councillors = 		<ul style="list-style-type: none"> ✓ Women=7 ✓ Men=12 			
3. There are equal numbers of women and men in decision-making positions in Council, Mayoral committee, chairs of committees etc.	<ul style="list-style-type: none"> Mayor/Chair of Committee = M/F Deputy mayor/deputy chair of committee = M/F No of committees chaired by women = No of committees chaired by men = 	Official records	<ul style="list-style-type: none"> ✓ Council records ✓ Council chairperson=F ✓ Deputy chairperson=M ✓ No of committees chaired by women=1 ✓ No of committees chaired by men=2 	4	3	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	<ul style="list-style-type: none"> ✓ Council minutes ✓ Both women and men participate equally in councils meetings 	3	2	2
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	<u>For women</u> -HIV/AIDS -development -job creations -Politics	3	2	2

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			<u>For Men</u> - Grazing and rangelands - crime and - theft			
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 women and men who have benefited. Local finance schemes linked to Council, no of women and men who have benefited. 	LED plans, how gender reflected Statistics on finance schemes.	<ul style="list-style-type: none"> ✓ There is no Local Economic Development plan in the council that targets women entrepreneurs as key beneficiaries 	0	0	0
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- 	Council employment statistics by sector and area of work	<ul style="list-style-type: none"> ✓ The council does not create jobs, but equally numbers of women and men employed by other ministries. 	2	2	2

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	traditional areas					
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 women.	<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 last year. 	<ul style="list-style-type: none"> Procurement policy – how gender is integrated into this. 	<ul style="list-style-type: none"> ✓ The council does not deal with procurement and contracts. 	0	0	0
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"> ✓ The council does not have the climate change policy and therefore there are no meetings, photos or videos. ✓ The councillors only heard about Climate change at the public gatherings and through media 	1	1	1
10. Women are equally consulted and involved in waste management,	<ul style="list-style-type: none"> How waste management is handled. 	Waste management plans Gender statistics on	<ul style="list-style-type: none"> ✓ The council does not involve in waste management as it is a community council 	0	0	0

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and benefit from economic opportunities arising from this.	<ul style="list-style-type: none"> • How women are involved. • Proportion of women in waste projects 	waste management Photos; video				
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 • No of men allocated land and housing by Council. 	Policy on land and housing	<ul style="list-style-type: none"> ✓ The council has a list for all women and men that were allocated land but not shown in sex disaggregated. ✓ The council has taught women on land and title deeds 	4	3	3
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 	Policy on water and sanitation – how gender is integrated into this Gender disaggregated statistics Record of meetings Photos/video	<ul style="list-style-type: none"> ✓ The council does not deal with planning, management and maintenance of water and sanitation, but deals with maintenance of small pumps in their villages. ✓ These committees are chaired by both men and women from their different villages. 	4	3	3

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	of committees <ul style="list-style-type: none"> Examples of the difference women have made 					
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	✓ There council has never participated in preventive campaigns.	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 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	✓ There is no gender aware and HIV/AIDS policy that is implemented in the council, but the council do support HIV/AIDS programmes	3	2	2

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15. The Council supports care for those living with HIV and AIDS and men are encouraged to be involved in care work.	<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 	Records of projects Examples of what these have achieved Photos, videos	<ul style="list-style-type: none"> ✓ The councillors do support people living with HIV/AIDS ✓ People do get trainings at the council though they are organised by different organisation but through council. 	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 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	<ul style="list-style-type: none"> ✓ The council has information kiosk where all the community go there to find information regarding council 	3	2	2
GENDER SPECIFIC PROGRAMMES						
Gender based violence (GBV) flagship plan						
17. There is sufficient lighting on streets and in public spaces; all	<ul style="list-style-type: none"> Existence of street lights No of streets 		<ul style="list-style-type: none"> ✓ There are no lights and streets at all. 	0	0	0

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streets are named clearly, and names are gender aware	named <ul style="list-style-type: none"> No of streets named after women 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	<ul style="list-style-type: none"> ✓ <i>The council does not have budget and has never participated in campaigns as council</i> 	1	1	1
<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	<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	<ul style="list-style-type: none"> ✓ There is a very good working relationship between the police and community and women are well represented in the community policing forums ✓ But they are no records showing how numbers of 	4	3	3

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forums.			women and men represented in this committee.			
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	✓ The council does not deal with employment of staff, but they are being employed from the Ministry of Local Government,	4	2	2
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.	Gender training conducted as part of COE's Changing lives as a result of gender training	COE reports Changing lives profiles	✓ Gender training is provided for both women and men in the council and the council has the records.	4	3	3
Working conditions and environment						
22. The work place is	<ul style="list-style-type: none"> Maternity and 	Work place policies	✓ Council staff is given maternity	3	2	2

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family friendly; there is a sexual harassment policy that is enforced.	<ul style="list-style-type: none"> paternity leave Flexi time Family days Sexual harassment policy How sexual harassment cases are dealt with 		leave, but there is no sexually harassment policy that is enforced.			
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	✓ The council has not yet set up a gender structure and gender committee, but the chairperson of the council was elected as gender focal gender person	2	1	1
Budgets						
24. A share of expenditure is explicitly targeted at promoting gender equality. Women and men benefit from the	<ul style="list-style-type: none"> Specific budget line for gender – what proportion of budget Gender reflected in mainstream budget 	Budget	✓ The council does not have gender budget at all.	0	0	0

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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. 		✓ At the moment the council has not yet started with M and E system	1	0	0
TOTAL				56	38	38

