

MAZENOD COMMUNITY COUNCIL STAGE TWO REPORT

Date: 03/06/13

Place: Mazenod Community Council

District: Maseru

SITUATIONAL ANALYSIS

Name of municipality: Why does this council have an interest in developing a gender policy?	Mazenod community council has an interest to develop the council gender policy after Gender Links briefed the council about the about the SADC Protocol on gender and development commitments Lesotho has signed, the council thought that it would be in the best interest of them as an individuals and the community.
Strengths	The council is situated in Maseru town and it would be very easy for them to just pop in the GL office whenever they need support. There is also Ministry of Gender offices in town where they can always get help and chairperson of the council has attended district action planning that was conducted by GL way back and she has shown an interest so she will influence council in decision making concern gender issues.
Challenges	Councils are not autonomous so it is very difficult for them to make some of the decisions especially the ones concerning Gender as it does not regarded as their Ministry issue and also the issue of budge where it does not cater for gender activities at all.

Results of gender score card

Area assessed	Score Council	Score GL	Agreed score
Policy framework	1	2	2
Governance	13	11	13
Gender specific programmes	5	5	5
Mainstreaming gender into existing programmes	22	17	18
Employment practises and environment	9	8	8
Gender management system	3	1	1
Overall	53	44	47

KEY QUESTIONS TO BE ASKED DURING THE SITUATION ANALYSIS

POLICY FRAMEWORK

- ✓ Is the council is aware of national, regional, international commitments that the country has made especially the SADC Protocol on Gender and Development and the National Gender Policy?

The council is aware of National Gender Policy, though it does not have their own gender policy.

- ✓ Is there a gender policy in the council and it is implemented? (Get a copy of this policy)
The council do not have gender policy and action plan, but they incorporate the SADC Gender protocol in their activities using the national policy.

GOVERNANCE

Representation

- ✓ Are there equal numbers of women and men councillors in the council? (Include detail in table)

Men	13	52%
Women	12	48%
Total	25	100%

- ✓ Are there equal numbers of women and men in decision-making positions in council, Mayoral committee, chairs of committees etc? (Include detail in a table)

Committee	Chair
Finance and planning	Female
Land	Man
Social services	Female

- ✓ Is there gender balance on all community committees? (Include detail in a table)
Council committee are gender balance because both women and men are well represented.

Participation

- ✓ Do women and men participate equally in council meetings? (It might be a good idea to observe a full council meeting)

Women and men participate equally in the council meetings and women influence decisions taken by the council.

- ✓ Do women have an influence on decisions taken by the council? (You will need to consult minutes from meetings to ascertain this)

Yes they do, for example there was a poor service delivery at the nearest clinic and one woman council suggested the council should have a meeting with the clinic as to understand why they are behaving that way and also to help to improve the service at the clinic.

Public participation

- ✓ Is there equal participation of women and men at public meetings and events? (You will need to consult records of these meetings where available, are attendance registers kept, and are these disaggregated by sex?)

Both women and men attend equally in the public gatherings, however men dominate. Most women are still reluctant to raise their issues in presence of their families especially their old in-laws

PLANNING

- ✓ Does targeted gender planning and service delivery takes place in the council? (Get copies of planning documentation)

The council do plan during their monthly meetings, but service delivery happens all the time at the council offices

- ✓ Do strategic objectives of the Council explicitly mention gender? (Get copies of strategy documentation).

The council does not have its own strategic objectives, but work in line with the Ministry of Local Government and Chieftainship.

- ✓ Is information collected from women about their constraints, opportunities, incentives and needs and women are consulted in the drawing up of plans and policies? (Get documentation to substantiate this).

The information is collected from women and men as part of the council plan through public gatherings and both men and women are involved.

- ✓ Are there gender indicators in all plans? (Get copies of plans)

Plans just indicate needs as collected from the community, but not specific to gender.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

Local economic development

- ✓ Does the council have a local economic development plan that targets women entrepreneurs as key beneficiaries? (Get a copy of this plan)

The council does not have such a plan, but the council has place that was put aside for the market as to help women to sell goods, but the market is not well maintained. There are different communities finance schemes that were formed by women councils

- ✓ Do women and men benefit equally from informal trading facilities in the council? (Is there a policy that regulates this, what are the statistics of use of these facilities?)

Yes men and women from this area benefit equally from trading facilities.

Procurement

- ✓ Does the council have a procurement policy that sets a target for increasing the number and value of contracts received by women? (Get a copy of this policy, interrogate the tenders register, who is benefitting most from tenders?)

The council do not work directly in procurement issues as the contracts are dealt at the district level. The council work closely with caterings services which most of them are women.

Housing

- ✓ Does the council keep sex disaggregated data on title deeds? (Get this data to interrogate).

The information is available in the council, but not in a sex disaggregated.

- ✓ Has the council taken steps to ensure that women benefit equally from land and housing opportunities? (How has this been done? Is there a policy? Get a copy of the policy)

The council has worked very hard in promoting and teaching women on the equally access on land and many women has applied for the tittle deeds. the council do not have those lists in sex data disaggregated.

Utilities

- ✓ Does the council has sex disaggregated data on who has access to basic services i.e. Male and female headed households? (Interrogate these statistics).

No such data is available in the council.

- ✓ Are women involved in the planning, management and maintenance of these services and facilities? (How does this happen, get copies of meeting minutes etc.)

All council members are involved.

Transport

- ✓ Are women consulted in regard to their transport needs? (How does this happen, get copies of meeting minutes etc)

The council does not deal with transport as it is individuals owned property.

Health

- ✓ Are health facilities are easily accessible to women? (e.g. What is the average distance that a woman has to travel to get to the closet clinic?)

There are few properly working Health facilities within this council, women do not travel that long distance and also private health sometimes provide mobile clinics so it is makes life better for women.

- ✓ Does the council keep sex disaggregated data on HIV and AIDS? (Check this data, is it disaggregated, what do these statistics tell you?)

The council does not keep sex disaggregated data on HIV/AIDS.

- ✓ Is there a gender aware HIV and AIDS public education and awareness campaign? (Look at the campaign materials and messaging)

The council do not have a gender aware HIV and AIDS policy that is implemented and monitored, however the council works very closely with the community support groups

Preventions of parent to child transmission are freely available and accessibly in all national clinics for women

Women and men have equal access to the treatment and community support groups encourage men to go for the VCT.

- ✓ Is PEP available at all health facilities and there are information campaigns surrounding this? (Visit a clinic to check this)

The PEP is available at all health facilities and there are information campaigns surrounding.

Environmental health

- ✓ Are women consulted in the management of waste? (How does this happen, get copies of meeting minutes etc.?)

Women are involved in preventative health campaigns and these are some of the campaigns were taken by women: cleaning of the environment, encouraging pregnant women to attend monthly checks ups and how to look after their new-born babies.

- ✓ Do women and men benefit equally from business opportunities in this sector? (Request examples of this)

Women and men benefit equally from business opportunities in this sector.

HIV and AIDS and care work

- ✓ Does the Council have a gender aware HIV and AIDS policy and programme?

The council do not have a gender aware HIV and AIDS policy that is implemented and monitored.

- ✓ Does this cover prevention, treatment and care?

Yes.

- ✓ Do prevention messages include the importance of equal power relations between women and men?

Yes.

- ✓ Do prevention messages cover cross generational sex and its impact in increasing the incidence of AIDS among young women?

Yes. All prevention messages cover cross generational sex and its impact.

- ✓ Do prevention messages cover the effects of multiple concurrent partners? Are men encouraged to change their behaviour?

Yes.

- ✓ Is the Council involved in promoting Voluntary Counselling and testing? Are men encouraged to go for testing?

Women and men have equal access to the treatment and community support groups encourage men to go for the VCT.

- ✓ Do women and men access treatment equally? Are men encouraged to go for treatment?

Treatment is available to all men and women equally and easily accessible.

- ✓ In what ways does the Council support, or could it support care givers?

The council is working very closely with community support groups and all councillors are encouraged to join and be hands on to care givers.

- ✓ Are men encouraged to be involved in care work?

Yes, as it starts within the council as all men councillors are asked to join support groups so that other men can join too.

Climate change and sustainable development

- ✓ Is the Council aware of climate change and its effects?

Yes, the council is aware of the climate change and its differential effects on both women and men, but it does not have policy. .

- ✓ What measures is the Council taking to mitigate against these?

The council is working very hard to integrate gender in the climate change and has planted trees, managing the dump site and dam holes as to prevent effects of climate change.

- ✓ Are these measures gender aware? Do they take account of the different impact of climate change on women and men and ways in which both can be involved in promoting sustainable development?

Yes they are gender aware and considering how these can affect both women and men.

Social development

- ✓ Does the council keep sex and age disaggregated data on the use of existing facilities, e.g. retirement centres, community centres, libraries and Women, girls, men and boys benefit equally from budget allocations for sports and recreation facilities? (Request to see this data – what does it tell you?)

No.

GENDER SPECIFIC PROGRAMMES

- ✓ Is the council is involved in gender-specific programmes? (E.g. educate, GBV programmes etc.)

Not at the moment

Educate

- ✓ Has there has been an assessment of the need for child care facilities? (Request a copy of this assessment).

No.

Gender based violence (GBV) flagship

- ✓ Does the council have an action plan and budget for addressing GBV. Has this has been mainstreamed into planning processes? (Request a copy of the plan and budget, how much has been allocated to GBV?)

No.

Prevention

- ✓ Has a safety audit been conducted to ascertain whether the city/town/ village is a safe place for women, i.e. To walk around safely at night and in the day? (Get a copy of this audit, what does it tell you about the safety of women in the city/town/ village)

No safety audit has been done.

- ✓ Is there is sufficient lighting on streets and in public spaces and all streets are named clearly? (During your situation analysis you could check these).

There are no streets

- ✓ Is public transport is safe for women and children.

Public transport is very scarce, people use unsafe public transport. E,g truck which are not covered and the situation is worse during rainy seasons.

Public awareness campaigns

- ✓ Does the council participate in campaigns to raise awareness on gender based violence (GBV), such as the Sixteen days of activism? (Get evidence of previous participation in campaigns)

No, the council has not participated in any campaigns as to raise awareness on gender based violence

Response and coordination

- ✓ Does the council have up to date crime statistics disaggregated by sex? (Interrogate these statistics, what do they tell you about the safety of women in the city/town/ village)

The council does not keep the statistics of crime but the police.

- ✓ Is there is a good working relationship between the police and community, especially women? Are women are adequately represented in community policing forums? (Interview the police regarding this, get copies of the names of people on the community policing forums)

The working relations with the police are good. There are some village community policing forums formed where women are members.

- ✓ Are the Police and justice service providers given training on how to handle cases of gender based violence (GBV)? (How often does this training happen, how many have been trained etc.?)

Yes, police and justice service providers are given trainings on how to handle cases of gender based violence although it has got nothing to do with the council.

Support

- ✓ Has the council has established or does it support victim support/ empowerment programmes (VEP), including places of safety and day care centres? (Get a list/ database of these places).

The council support GBV victims, but it does not have well established programmes and safety places.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

- ✓ Are women and men are employed in equal numbers across jobs, grades and in management positions and are equally remunerated for equal work? (Get a breakdown of staff per job and level from HR, tabulate this information).

CATEGORY	No of women	%	No of men	%
Top management	1	50	1	50
Senior Management	2	100	0	0
Professional	0	0	0	0
Secretarial/ clerical	3	75	1	25

- ✓ How many women and men are currently employed in each job and grade?
There more or less equally numbers of hired in the council than men.
- ✓ Does the pattern of male and female employment indicate there are areas of 'women's work' and of 'men's work'?
The pattern does not indicate areas of work for either men or women.
- ✓ Why do divisions exist, if they do? Is it because of the work involved? Is it because of tradition? Is it because of low pay?
The divisions are made by the nature of work.
- ✓ Is there an affirmative action policy that specifically addresses redressing gender inequalities? (Get a copy of this policy)
There is no such a policy in the council.

Capacity building

- ✓ Is diversity and gender training provided for both women and men in the council, at all levels and is done in a systematic way? (Get a copy of the training conducted by the council from the HR dept.)
Gender training has not been conducted in the council at the moment.

Career pathing

- ✓ Are women and men given equal opportunity for growth within the council and have equal access to training and promotion opportunities? (Interrogate HR records, how many women have been promoted into senior positions; are there special training or mentor programmes?)
Yes, both women and men are given equal opportunities for training; however, no promotions have been given to people.

Working conditions and environment

- ✓ Does the council provide equal benefits for women and men, including maternity and paternity leave? (Get the HR policy that regulates this)
Women are provided with three months maternity leave but men are not provided with any paternity leave.
- ✓ Is there a sexual harassment policy that is enforced? (Get a copy of the policy. Request stats on sexual harassment cases and how these have been dealt with and resolved)
The council does not have its own sexual harassment policy.

GENDER MANAGEMENT SYSTEM

Gender structures

- ✓ Has the council has set up a gender structure, including a gender focal person, which has a budget and is empowered to do its work? (Get a copy of this structure, interview the GFP, and interrogate the budget).

The council does not have a gender structure and the gender focal person empowered to do the work. There is not even a budget for gender activities.

- ✓ Is gender is written into the job descriptions and performance agreements of managers and key functionaries? (get copies of these job descriptions and performance agreements)
No.

Budgets

- ✓ Is a share of expenditure is explicitly targeted at promoting gender equality? (interrogate the budget to confirm this)

No line item in the budget that is explicitly targeted to promoting gender equality or any gender activities.

- ✓ Are women able to benefit equally and meaningfully from the resources allocated to mainstream projects?

No specific benefits for women in any projects. No projects towards empowerment of women.

Monitoring and evaluation

- ✓ Are service, employment, procurement statistics disaggregated by sex and have gender indicators have been put in place for planning and human resource management systems? (Check this with HR)

No.

Political profile and champion

- ✓ Are gender issues given a high political profile by the Council and have a political champion?

Gender issues are not given any priority in the council. This is because gender is not one of the roles of the councils.