

## ***Annex F: Situation analysis report***

**Country:** Lesotho

**Name of municipality:** Qomoqomong Community Council (Quthing)

### **Synopsis**

Why does this municipality have an interest in developing a gender policy?

In November 2008, Qomoqomong Community Council was represented at the gender action plan workshop for local authorities in the district of Quthing. By developing a gender policy, it would be a good opportunity for the council to ensure localisation of the plan that was developed at the district level.

### ***Strengths***

In the same manner as those councils that participated in gender district workshops, Qomoqomong Community Council could make good reference of the national gender strategy and the district gender action plan for local government to suit its service delivery plans.

### ***Challenges***

Some members of the council are not aware of the gender strategy and gender action plan workshops that were done in the past at both district and national level and this means that engagement with the documents produced, will be done for the very first time.

### **Results of gender score card**

<b>Area assessed</b>	<b>Score Council</b>	<b>Score GL</b>	<b>Agreed score</b>
Policy framework	2	1	2
Governance	3	4	4
Gender specific programmes	1	2	2
Mainstreaming gender into existing programmes	4	2	4
Employment practises and environment	2	1	2
Gender management system	0	0	0
<b>Overall</b>	<b>12</b>	<b>10</b>	<b>14</b>

## **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?

Qomoqomong council lacks knowledge about the SADC Protocol on Gender and Development or any other gender instrument. It was emphasised that training on gender concepts and how these can be applied is what the council needs.

- ✓ Is there a gender policy in the council and it is implemented? (Get a copy of this policy)

Qomoqomong community council does not have a gender policy.

## **GOVERNANCE**

### **Representation**

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

There are 11 members of the council in the Qomoqomong Community Council and the numbers of women and men councillors is not equal. There is a high number of male representations with a difference of 7.

Qomo-qong Community Council	Women	Men
	2	9

- ✓ 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)

In every community councils, there are four working committees in the council with varies representation of women and men councilors some of whom serve in more than one committee. These committees do not necessarily constitute equal number of women and men working in them and different from council to council.

- ✓ Is there gender balance on all community committees? (Include detail in a table)

Gender balance in community committees varies from village to village, however gender disaggregated data has never been done on committees working in communities. Women and men are equal given an opportunity vote freely and participate in any one of these structures or tasks.

### **Participation**

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

In meetings held by the council on a monthly basis, it is confirmed that both men and women participate equally to issues put at hand and all views are well recognised and taken up to action after all has been concluded.

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

Both men and women make council decisions on an equal footing. No opinion is disregarded at any point in time.

### **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, are these disaggregated by sex?)

There is equal participation of women and men in public gatherings but it is reported that at times participation is determined by a topic at hand. For instance, if a public gathering is based on land issues more men are found to be the ones vocal on issues like this.

### **PLANNING**

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

Qomoqomong council does not have a targeted gender planning on service delivery.

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

Gender is not explicitly mentioned in council objectives.

### **MAINSTREAMING GENDER INTO EXISTING PROGRAMMES**

#### **The economy and job creation**

##### **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?)

Procurement is not done by the community council but is done at the district council level.

##### **Housing**

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

Qomoqomong council does not keep records on land title deeds. This means that there is no information on how many men or women own settlement land, farming land or commercial land.

##### **Transport**

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

Women are consulted regarding their transport needs as part of the general public particularly during community needs assessments sessions at the beginning of government financial year.

## **Health**

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

It is mentioned that sex disaggregated data on HIV and AIDS is kept by Health Centres around the council as well as community based groups working in this area. Home Based Care Support Groups also do keep of people infected and affected by HIV and AIDS in communities they work within.

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

PEP treatment is only available in public hospitals and not in clinics and at times it is accessed in privately held medical facilities which people in poverty stricken areas rarely afford to pay for.

## **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 data available as community councils do not provide and manage these facilities. These are managed in towns by district councils.

## **GENDER SPECIFIC PROGRAMMES**

- ✓ Is the council involved in gender-specific programmes? (eg. educare, GBV programmes etc.)

No, the council does not have funds to provide this type of services.

## **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?)

Qomoqomong Community Council does not have an action plan and a budget specific for addressing GBV. Also this has not really been mainstreamed into council planning process.

## *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 )

A safety audit in trying to establish safe and unsafe places in favour of women has never been done in the council. However, this is one of the areas of action that were considered to be important as a starting point in integrating gender in the work of the council.

### *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)

As part of local authorities in the district of Quthing, Qomoqomong Community Council has managed to participate in campaign activities aimed at raising awareness on gender based violence through representation at the district level. All the same, the council itself has never really organised on its own campaign activities around this subject in the past. The reason for this is that more information is required by the council on what GBV entails as well as information around critical campaign periods recognised at the national, regional and international level like the 16 Days of Activism against women and children abuse.

### *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)

Qomoqomong community council does not have up to date crime statistics disaggregated by sex. It is reported that perhaps the police station might have such records.

- ✓ 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)

Information given is that there is relatively good working relation between the police and the community more in particular, it is reported that women who come forward to report on cases of violence and abuse are really given the necessary attention. On the other hand, men are said to be most dissatisfied with the service they get at the police stations especially when they go to report as victims of abuse and violence. Reports show that they are usually harassed and embarrassed for having been taken down by women as this is perceived as a sign of weakness.

- ✓ 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?)

The Government through various Ministries, NGO's and Development Partners have been providing training since the establishment of the Child and Gender Protection Units (CGPU) within the Police Service.

## **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).

The employment and recruitment of staff is not done by community councils. This is done by the National Government through the Ministry of Local Government and Chieftainship.

- ✓ Is there an affirmative action policy that specifically addresses redressing gender inequalities? (Get a copy of this policy)

The council does not draw any affirmative action policy.

### **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)

The Ministry of Gender and numerous NGO's regularly provide gender training for both men and women in the council.

### **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?)

Promotion of staff is done by the Ministry of Local Government and Chieftainship.

### **Working conditions and environment**

- ✓ 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)

There is no sexual harassment policy at Qomoqomong Community Council.

## **GENDER MANAGEMENT SYSTEM**

### **Gender structures**

- ✓ Has the council 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, interrogate the budget).

There is no gender structure yet at the council of Qomoqomong.

### **Budgets**

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

There is no gender specific budget at the council.

### **Monitoring and evaluation**

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

This is not applicable to community councils since employment and procurement activities are performed at a higher level.

**The work place**

- ✓ How many women and men are currently employed in each job and grade?
- ✓ Does the pattern of male and female employment indicate there are areas of 'women's work' and of 'men's work'?
- ✓ 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?

This is not applicable to community councils since employment and recruitment is regulated at a higher level.