

REPORT
CENTRES OF EXCELLENCE STAGE FIVE WORKSHOP
LESOTHO

COUNCIL: MOHLAKENG COMMUNITY COUNCIL



DISTRICT: MOHLAKENG
DATES: 26 - 28 FEBRUARY 2013
VENUE: MOHLAKENG COMMUNITY COUNCIL BOARDROOM



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Executive summary

The report provides information on the workshop held at Mohlakeng Community Council in Maseru district, during the month of March, from 26th- 28th February 2013. Principal District Gender Officer (PDGO) Maseru facilitated the Action Planning workshop (Stage V).

The councillors were taken through stage five of the new COE manual. Stage five is an Action Planning workshop that aimed to enhance understanding of councillors on the following issues: practical and strategic gender needs, gender mainstreaming, gender blind and gender aware policies, gender disaggregated data, gender budgeting, the unwaged work of women, care work, gender and local economic development, strategies for local economic development, impact of climate change on gender, and the key GBV provisions in the SADC Protocol on Gender and Development.

Background

Mohlakeng community council is situated in the outskirts of Maseru. Maseru is a district of Lesotho.

Mohlakeng community council is one of the chosen Centres of Excellence (COE) councils in Lesotho. Stage V is a follow up stage IV (Inception workshop) that took place from the 27th - 29th January 2013. The inception workshop covered the following topics: key gender concepts, gender and governance and conflict resolution.

Objectives

The objectives of stage IV were as follows:

- Progress from foundation gender concepts to gender planning concepts
- Identify key gender issues in all work of local government
- Build knowledge and skills in the key sector areas such as Local Development, Climate Change, HIV and AIDS, care and GBV
- Apply the knowledge gained to the development of an action plan for the council that is aligned to the SADC Protocol on Gender and Development
- Build gender into policy and practice at the local level.

Processes and activities

The workshop was official opened by the chairperson Mr Thulo, he welcomed the facilitator and the participants. The participants registered refer to **Annex B** for a detailed an attendance list. The rules and regulations for the workshop were set which were not different from the once of the previous workshop. The participants gave their expectations of the workshop. The objectives of the workshop were given. Recap of what was learned on the previous workshop was done in which the participants seem to have grasped a lot of what was done.

Gender policy and planning concepts

This was followed by the exercise on practical and strategic gender needs. Practical and strategic gender needs were clearly defined. Practical gender needs do not challenge the gender division of labour but they are a response to immediate perceived necessity, identified

within a specific context whilst strategic gender needs challenge the women subordinate position in society to achieve equality. The participants also learnt about gender blind and gender aware policies. Gender aware policies recognise that women as well as men have an important role to play in their societies whilst gender blind policies do not differentiate between sexes and exclude women. Moreover, the discussion also focused on gender disaggregated data and budgeting.

Discussions

Most of the participants mentioned that the session was very informative; as they realised in their daily work they need to promote equality, empower women and challenge women subordinate positions in their societies through mainstreaming gender issues and concerns into development planning. They also mentioned that they need to review their policies and regulations to ensure that they have gender aware policies in place. They also mentioned that their budgeting should advance gender equality, to ensure that existing resources benefit equally both men and women.

Gender and economy

The issues of care-giving was discussed and the importance of involving men and women with care-giving work. The participants identified the challenges faced by care-givers; emotionally, physically and in other cases economically. To identify the challenges the exercise called 'The lie in the land' was given to the participants. The participants examined why gender is an issue in local government by reviewing what they have learned and comparing it with their responsibility as the council. The regional and international commitments aimed at advancing the rights and status of women in the country were dealt with, among them Convention of the Elimination of all forms of Discrimination against Women (CEDAW), the Beijing Platform for Action (1995), the millennium Development Goals (MDG's) and SADC Protocol on gender and development

Discussions

The councillors believed that the fact that women are the ones that are mostly involved in unpaid work is unfair; therefore unpaid work of women such as care work should be remunerated. Lesotho should draw care work policies (gender aware policies), and such policies should be effectively implemented. Participants also mentioned that the council should encourage equal involvement of men in care work/ home based care.

Local economic development

The relevance of SADC Protocol provisions on reproductive resources and employment were clearly reflected. To enrich understanding of participants on community productive resources and employment the 'WAKE UP model exercise' was utilised. Participants were divided into groups to identify the products made or services offered by women in their communities; how those products or services benefit the greater communities; if local government should be assisting women who produce or provide these types of services; and what kind of support they think local councils should give women.

The concept local economic development was well-defined. Participants also identified the barriers to women economic participation and the strategies that the council could implement to address the identified barriers and advance women's participation at the local level.

Discussions

The participants mentioned that women economic participation is minimal because they do not have adequate skills or experience to run projects or businesses, they have little or no funding and they are still unable to access funding from the banking institutions, as financial sectors still discriminate against women when they apply for funding. Therefore there is a need to overcome barriers to women economic development and offer business training to women who are interested in business.

Sustainable Development - Climate Change

During the first day of the workshop the issues of gender and climate change were discussed, looking into what is climate change and how it affects women more than men. The participants identified the link between climate change and sustainable development.

The following strategies were identified as can help to reduce vulnerability to climate change

- Engage in small scale agriculture projects
- Plant trees at their homes
- Preserve the environment
- Prevent soil erosion

The participants identified that effects of climate change impact differently on women and men, women are affected more because of the division of labour in the families. The participants came up with the following points:

How climate change affect men

- Culturally men are the bread winners in the family, if there is no food in the family, the wife and children tend to them for food, in response to the problem of inability to provide for the family they became violent.
- Inability of a man to provide for the family undermines his abilities, energy and lowers his self-esteem and mostly makes him violent.

How climate change affect women

- When the members of the family are sick because of dirty environment women become care givers.
- It is the responsibility of the women to provide food for the family; if there is no food children and the spouse tend to them for what to eat.
- In the cases where there is shortage of fuel it is the responsibility of the women to gather wood to provide for the family.
- They are usually the victims of violence when there are problems.

Gender Based Violence

The issues of GBV were discussed that is different types of violence: physically, economically, sexually and emotionally/ psychologically and also Human Trafficking. The causes of GBV and the results of GBV were discussed. The following strategies were identified as ways which can help to reduce SGBV.

- Reduce poverty by encouraging, helping and training women to start their own small scale businesses.
- Sensitize people on SGBV through
 - Public gatherings
- Work with religious leaders
 - Commemoration of international GBV awareness campaigns e.g 16 days of activism against GBV
 - Encourage and assist the victims of violence to report to the following institutions to get help
- Support and counseling units: Lapeng Care Centre, CGPU nearest police station(flight one), Department of Gender in their district
 - Health Care: nearest clinic
 - Legal assistance: legal Aid Unit, victims of crime support unit

Outcomes

- The following are the outcomes of the workshop:
- Mohlakeng community councillors understand the various types of institutional mechanisms for promoting gender equality; their advantages and disadvantages; and how they form part of a Gender Management System (GMS).
- The participants understood the importance of gender budgeting and were shown practical steps on how to have a gender sensitive budget.
- Participants can identify care work issues and integrate care work into the councils' programmes.
- Participants can identify and implement strategies for addressing gender concerns throughout the Local Economic Development processes.
- Local government stakeholders can identify and address the different needs and priorities of women and men around issues of climate change.
- Councillors understand why gender based violence should be addressed at the local level and what the role of local government is in addressing GBV.

Conclusions

The above mentioned objectives of the training were fully achieved, and through discussions and opinion sharing it was apparent that members of the Mohlakeng community council gained knowledge and skills on how to mainstream gender issues and concerns into their development planning. The workshop enabled the councillors became of aware of the impact of gender issues and concerns on their daily work. They also realised that it is imperative to empower women and allow them to participate equally development and decision-making.

Way forward and recommendations

The councillors will continue to disseminate the message to the communities using public gatherings. A one day 'Developing a Gender Action Plan' will be conducted and the workshop will be facilitated by Gender Links Lesotho Country Manager and PDGO. The councillors will be informed about the date and the venue of the workshop.

Annexes

Annex A: Programme

DAY/TIME	ACTIVITY	TIME	WHO
DAY ONE:			
Gender Policy and planning concepts			
15:00 – 16:30	Practical and strategic gender needs Gender mainstreaming Gender Blind and Gender aware policies Gender disaggregated data Gender budgeting	1 hr 30 min	PDGO and Participants
16:30 – 17:00	<i>Plenary discussions</i>	30 minutes	All participants
DAY TWO:			
Gender and the economy			
8.30 – 9.00	Eyes and ears, recap	30 minutes	Councillor
9.00 – 10:30	The unwaged work of women/ care work	1 hr 30 min	PDGO and Participants
10.30-11.00	<i>TEA</i>	30 minutes	
Local Economic Development			
11.00 – 13.00	Gender and local economic development Strategies for local economic development	2 hours	PDGO and Participants
13.00 – 14:00	LUNCH	1 hour	
Sustainable Development (climate change)			
14:00 – 16:30	Definitions/background Impact of Climate change on gender	2 hr 30 min	PDGO and Participants
16:00	CLOSURE		All participants
DAY THREE			
8:00- 8:30	Eyes and ears, recap	30 min	Councillor
Gender Based Violence			
8:30 -10:45	Key GBV provisions in the SADC Protocol on Gender and development GBV as a key service delivery issue	2 hr 15 min	PDGO and Participants
10:45 -11:00	Break	15 min	
11:00 – 11:30	GBV continues	30 min	PDGO and Participants
11:30- 12:00	CLOSURE AND WAY FORWARD	30 min	PDGO and Participants

Annex B: Participants List

NO	NAME AND SURNAME	Sex	ORGANIZATION	DESIGNATION	CELL NO
1	Matebesi Letlala	F	Mohlakeng Community Council	Councilor	58608583
2	'Maphakiso Kheekhe	F	Mohlakeng Community Council	Councilor	58414519
3	'Makoena Joala	M	Mohlakeng Community Council	Councilor	59131521
4	Tanki Molibeli	F	Mohlakeng Community Council	Councilor	58413954
5	Maphathe Mosiuoa	M	Mohlakeng Community Council	Councilor	57589967
6	Moitseki Mofubelu	F	Mohlakeng Community Council	Councilor	57049021
7	Tau Phohleli	M	Mohlakeng Community Council	Chief Councillor	62774864
8	Molahloe Ntlotšoeu	M	Mohlakeng Community Council	Councilor	58063132
9	'Maeketsang Molotsi	F	Mohlakeng Community Council	Councilor	58093265
10	Mohau Mohau	M	Mohlakeng Community Council	Councilor	58445472
11	Tšepo Rampa	F	Mohlakeng Community Council	Councilor	58830256
12	Ntai Ramakau	M	Mohlakeng Community Council	Deputy chairperson	58032774
13	Tsehlo Thulo	M	Mohlakeng Community Council	Chair person	63049653
14	'Maletsie Letsie	F	Mohlakeng Community Council	Chief Councillor	-

Gender disaggregation

Participants	Male	Female
14	7	7
100%	50%	50%

Annex C: Action Plan - Mohlakeng Council

MORALO OA TEKANO OA LEKHOTLA LA PUSO EA LIBAKA LA MOHLAKENG

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIHLELETSOENG	(KE BOMANG	(KA KARETSO EA NAKO	(LIKHAKANYO TSA LICHELETE
GENDER POLICY FRAMEWORK (LEANO LA THEKANO								
(Ho e ketsa tsebo ea lekhlotla malebana le boitlamo ba naha, likholoho le lefats'e eo naha e e ntseng malebana le SADC Protocol ea tekanyo le ntlafatso le leano la naha la tekano.	Phetisetso ea melaetsa	Melao le maano a tsamaellana le ho fetisa tsebo ho sechaba nakong ea mats'olo ho bonts'a kamono pakeng tsa tekano boikemelong ho Kenya letsoho ha banna le basali tabeng tsa puso ea sechaba ka sechaba, puso e nepahetseng le ho kenya letsoho ha sechaba.	Lenaneo la lithupelo le lipitso	Tšehetso ea botsebi Ho tsusumetsa hore basali ba se ke ba tsaba	Likomiting basali ba se ba kenella litabeng tsa tekano Batho ba metseng ba a tseba ka tekano	Council Mekhatlo e ikemetseng Depart of Gender	Etsoelapel e	63000.00
(Ho etsa bonnete ba hore hona le leano la tekano ka hara lekhlotla le bile le kengoa ts'ebetsong.	Ha eeo	(Melao le maano a teng ho lumella basali hoba le menyetla e lekanang le ea	maano	Ho qala leano la tekano ka hara lekhlotla le be le kene tšebetsong	Ha hoe so fihleloe letho	council	Etsoelapel e	8400

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIHLELETSOENG	(KE BOMANG	(KA KARETSEO EA NAKO	(LIKHAKANYO TSA LICHELETE
		banna						
(Litaba tsa tekano li fuoa sebaka se ka holimo-limo ke kh'ansele hape li 'na le motho a lieteletseng pele oa lipolotiki.	Ha ho motho ea e teletseng pele		Motho ea eteletseng pele	Ho fa litaba tsa tekano sebaka se holimo hobe ho be le moetapele	Ha hoe so fihleloe letho	council	E tsoelapele	
GOVERNANCE (Puso								
Representation(Boemeli								
(Ho eketsa boemeli ba basali ba makh'ants'elara likhethong tse tlang ho bona hore pehelo ea 50% ea basali ho puso ea libaka ea fihleloa ka 2015.	(Ke liperesente tse kae tsa basali ba makh'ansera ka kh'anseleng? 43%	(Bonyane 50% ea mesebetsi ea boetapele makaleng a 'muso le a ikemetseng ho sebetsa basali; ho bona hore basali ba teng maamong a ho etsa liqeto.	Palo ea basali	Ke ho khothaletsa hore basali ba khethoe le ho emela likhetho	Ba se batla fihlela 50% basali ba teng ka council	Council Bakhethoa Ngo's	1yr	
(Ho bona hore basali ba emeloa ka ho lekana maamong a boeta-pele likh'anseleng.	(Ke basali ba ba kae bao e leng karalo ea boetapele mohlala ho ba balula-litulo tsa likomiti? Ha ba eo	(Maano le mananeo a ho haha litsebo tsa basali ho kenya letsoho hantle ka litaba tsa boeta-pele and ho ela hloko litaba tsa tekano lithupelong le tataisong.	Tlaleho ea Palo ea basali	Ho khethoa hoa baetapele Ho ba Kenya kutloisiso	Ha hoe so fihleloe letho	Council Bakhethoa Ngo's	1yr	
(Ho ruta sechaba le ho ba hlokomelisa ka	? (Ho kile ha ba le mats'olo	(Mekhoa ea molao le	Tlaleho ea Palo ea	Thuto sechaba ho	Ha hoe so fihleloe letho	Council Ngo's	1yr	10000.00

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIHLELETSOENG	(KE BOMANG	(KA KARETSEO EA NAKO	(LIKHAKANYO TSA LICHELETE
bohlokoa ba hoba le kemeli e ntle ea basali ka hara kh'anseleng.	a rutang sechaba a rutang batho ka kemeli e ntle ea basali? Ha a eso be teng	mats'olo a ho elellisoa sechaba ho hatella hore basali ba be le boemeli le ho kenya letsoho ho bohlokoa ma lebana le puso ea sechaba ka sechaba le puso e nepahetseng.	basali			Marena Bakhethoa Litichere		
Political participation (Ho kenya letsoho lipolotiking								
(Ho eketsa lipalo tsa basali hobane littletlebo tsa bona ha ngata li behelloa ka thoko e be ho sebetsoa tsa mekha ea lipoloki.	Is there a multi party women's caucus? No	(Maano le mananeo ho etsa bonnete ba hore khapello ea litaba tsa tekano ea fihleloa	Report of multi-party womens caucus	Ba qale multi-party women's caucus	Ha ho e so fihleloe letho	Council Men	1Month	
	(Na ho na le menyatla ea khokahanyo e teng le likopano tse ling tsa basali? No		Tlaleho ea mekhatlo enang le likhokahanyo le caucus ea basali ba council	Khokahanya le ho hokahana le mekhatlo e meng ea basali	Ha ho e so fihleloe letho	Council	3 months	
Ho fa makh'ans'elara a basali matla hore ba khone ho buelella tekano.	(Na ho se kile haeba le ho tlhahlobo ea litsebo? Ke litsebo life tse teng? NO	(Maano le mananeo ele ho thusa basali hore ba nke karalo litabeng tsa boetapele le tsa tekano .		Ho bonahale ho khethoa basali	Ha a eso fihleloe letho	Council	3 months	
	Ke lithupelo li		Lenaneo la					

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIHLELETSOENG	(KE BOMANG	(KA KARETSEO EA NAKO	(LIKHAKANYO TSA LICHELETE
	feng tse seng li ile tsa etsoa? YES							
(Ho fa banna matla holima taba tsa tekano le ho sebeletsa ts'ehetso ea bona.	(Ke lithupello life tse seng li entsoeng – ke banna ba ba kae ba neng ba kentse letsoho? yes	(Ho etsa bonnete ba hore banna ba ba kenyelletsoa mesebetsing eohle ea tekano, le lithupelo tsa tekanyo le ha ho bokeletsoa sechaba.	Lenane la basali ba khethiloeng	Ba khethe basali le banna ka ho tsoana T'salo morao le khothaletso ea litaba tsa tekano	Ba na le tsebo ea hore basali le banna ban a le bokhoni bo lekanang	council	E tsoelapele	
Na ho kile hoaba le lipuisano tsa banna ba lekhotla no								
Public participation (Ho kenya letsoho ha sechaba								
(Ho etsa bonnete ba hore basali le basali ba kenya letsoho ka ho lekana litabeng tsa puso pusong ea libaka le litabeng tsa sechaba.	(Basali le banna ba emetsoe joang likomiting tsa metseng? ba bangata likomiting tsa sechaba	(Bonyane 50% ea mesebetsi ea ho etsa liqeto makaleng a `muso le a ikemetseng ho sebetsa basali;	Tlaleho ea basali ba khethoang metseng	Ho ne ho khothaletsoe 50/50	Khothaletso ea litokelo lekanang	Council marena	Ke ntho e ntse e tsoelapele	50000.00
	(Naa ho na le lipallo tse bonts'ang tekano likopanong tse batlang maikutlo?	(Naa banna le basali ba kenya letsoho ka ho lekana ka hara puso.	Tlaleho ea palo ea basali ba tlileng lipitsong	Ho khothaletsa banna le basali ho tla pitsong	Ho bona hore banna le basali batla lipitsong	Council marena	Ke ntho e ntse e tsoelapele	-

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIHLELETSOENG	(KE BOMANG	(KA KARETSEO EA NAKO	(LIKHAKANYO TSA LICHELETE
	Ke lithupelo tse kae tse entsoeng le lihlopha tsa banna? Ha li eo	Ho etsa bonnete ba hore banna ba kenyeletsoa mesebetsing eohle ea tekano, le lithupelo tsa tekanyo le ha ho bokeletsoa sechaba.	Tlaleho ea lithupelo tse etselitsoeng banna	Ho tsoara lithupelo tsa banna feela	Ha o eso fihleloe letho	council	Ke ntho e ntse etsoela pele	
PLANNING (MERALO								
(Ho etsa bonnete ba hore ha ho etsoa meralo le lits'ebeletso ka kh'anseleng basali ba nkuoa maikutlo .	(Naa moralo oa kh'ansele o kenyelelitse litaba tsa tekano? No	Ho phethahatsa le ho tekenela moralo oa tekano Moralo oa tekano	Ho phethahatsa Ho etsa moralo oa taba tsa tekano	Ho phethahetsa Ho etsa moralo oa taba tsa tekano	Ha o eso fihleloe letho	Council	Ke ntho e ntseng e tsoelapele	
(Ho etsa bonnete ba hore basali ba botsoa maikutlo ka lithloko tsa bona ha kh'ansele e etsa meralo.	Naa office e sebetsang taba tsa tekano e ile ea kenya letsoho meralong? Naa maikutlo a banna le basali a kenyelelitsoe ho moralo? No	(Basali le banna ba kenya letsoho ka ho lekana ha ho etsoa maano leha ho phethahatsoa maano a moruo.	Maikutlo a basali					
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES								
Local economic development – The economy and job creation								
ho etsa bonnete ba	(Naa ho na le	(Basali le banna	Palo ea	Ho tseloa pele	Ho hiroa e motona	Council	Ke ntho e	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG)	(PAPAPISO KE E FE QALONG)	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO)	(SESUPO)	(SEO LOKELOANG HO ETSOA)	(SE FIHLELETSOENG)	(KE BOMANG)	(KA KARETSEO EA NAKO)	(LIKHAKANYO TSA LICHELETE)
hore bohle ba fumana menyetla e lekanang ea mesebetsi	lipalo-palo tse bonts'ang tekano mesebetsing e fanoeng ke lekhohla e teng	ba kenya letsoho ka ho lekana ha ho phethahatsoa maano le liqeto ka moruo	banana le basali hiriloeng		le motšehali	Lekala la temo marena	ntseng e tsoelapele	
(Ho ts'ehetsa baits'ukuli ka taba tsa lekano.	Litabeng tsa ka tekano kh'ansele e thusa baits'ukuli joang? ha li eo	(Khoebo le baits'ukuli: Ho Kenyeletsa maano le ho etsa melao ho bona hore banna le basali ba una melemo le menyetla e ts'oanang litabeng tsa khoebo; hlokomela tlatsetso ea basali lefapepheng la baits'ukuli le a mang.	Libaka tse hloekileng tsa ho sebetsa	Ho hloekisa libaka tseo ba sebetsang ho tsona. Ho hahela baitšokuli libaka tsa ho sebetsa Menyetla eo baitšukuli ba ka e sebelisang		Council marena	Ke ntho e ntseng e tsoelapele	

(SE BATLOANG HO Fihleloa/SE Fihleletsoeng)	(PAPAPISO KE E FE QALONG)	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO)	(SESUPO)	(SEO LOKELOANG HO ETSOA)	(SE Fihleletsoeng)	(KE BOMANG)	(KA KARETSE EA NAKO)	(LIKHAKANYO TSA LICHELETE)
(Ho bona hore basali le banna ba na le menyetla e lekanang ntlheng ea phumants'o ea lichelete.	(Naa khansele e na le mekhoea ea chelete kapa ho tsutsumetso holima mekhatlo ea lichelete e teng? Naa li etsa hlokomeliso ka tekano? ha le eo	(Maano le melao malebana le menyetla, melemo ea lisebelisioa tsa bopheliso ka basali ho bona hore basali bana le menyetla e lekanang le litokelo ho fumana kalimo ea lichelete le lithupelo joalo ka banna.	Tlaleho ea basali ba nang le fumantsoang chelete	Ho etsa lethathamo la mekhatlo e nang le chelete		Central gov Council Ngo's Donor's	1yr	
(Ho bona hore basali le banna ba na le menyetla e lekanang tabeng tsa marang-rang ho bona hore likhoebo tsa bona lia atleha.	(Naa Kh'ansele e na le marang-rang kapa tsusumetso holima mekhoea ea marang-rang ele ho thusa lihlopha tsee tsa kalimo ea lichelete? ha le eo	(Ho bona hore basali le banna ba na le menyetla ea marang-rang a nepahetseng, a mehleng ena le a litjeho tse bobebe.	Lenaneo la manane	Mekhatlo e ngolisitsoeng		Council	E ntse e tsoelapele	
Procurement(litaba tsa theko/thekiso)								
(Ho bona hore basali ba una melemo e lekanang litabeng tsa thekiso kapa theko eo	(Ke mesebetsi e mekae ea kh'ansele lemong se	(Basali ba una melemo e ts'oanang malebana le	Lenane la basali ba filoeng mesebetsin	Ho etsa leano le kenyeletsang basali ha ho hiroa		council	Ke ntho e ntse e tsoelapele	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIHLELETSOENG	(KE BOMANG	(KA KARETSEO EA NAKO	(LIKHAKANYO TSA LICHELETE
ho tloha khale ba ne ba sa kenyelletsoe.	fitileng e filoeng basali? Naa ho na le leano le teng le boning hore basali ha ba sekisetsoe? ha le eo	menyetla ea moruo, ho kenyeletsa le maano a muso a ho fana ka mesebetsi.	g ka councileng					
CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT(litaba tsa nts'etso pele le phetoho ea maemo a leholimo								
(Ho bona hore kh'ansele e utlosisa litla-morao tsa maemo a phetoho ea leholimo hape ba sebetsana le ho loant'soa litla-morao tsa ho fetoha ha maemo a na.	(Na lipatlisiso li ile tsa etsoa tsa tekano malebana le phetoho ea maemo a leholimo le litla-morao tsa teng? Le teng	Melao le maano: ho hlahloba maano le melao e bonts'ang haeba basali ba na le menyetla , matla le ho fumana molemo lintho tsa boipheliso.	Lenane la lithupelo	Ho tsoelapele ho lahisa meroho	Ho se ho rutile sechaba ka se ka etsoang ho thibela litla-morao tsa ho fetoha ha maemo a leholimo	Council NGO's marena	Ke ntho e ntseng e tsoelapele	15000.00
(Ho kenyeletsa basali litabeng tsa tlhokomelo ea tikolohoho	(Naa basali ba kenyeletsoa ha ho etsoa maano le meralo malebana le tlhokomelo ea tikoloho le leano la"ho ea botaleng". e ea	. (Naa banna le basali ba nka karolo ka ho lekana nah o etsa maano libaneg tsa moruo?	Lenane la basali ba bang teng ha ho etsoa maano	Ho bakhothaletsa ho tsoelapele eba karolo ea maano	Ho ba etsa karolo ea maano le meralo ea tlhokomelo ea tikoloho	Council	Ke ntho e tsoelang pele	
(Ho kenyetsa basali liporejekeng le likhoebo tse bolokang	Naa hona le likhoebo tse bolokang	Basali ba fumana menyetla e	Lenaneo la likhoebo le liporejeke					

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIHLELETSOENG	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAKANYO TSA LICHELETE
likoloho.	likoloho? Li teng	lekanang ha ho kenngoa ts'ebetsong maano a litaba tsa moruo.	tse bolokang ticoloho					
(Ho kenyeletsa litlhoko tsa basali maemong a sa reroang le litabeng tsa likoluo.	(Litaba tsa tekano li kenyeletsoa joang meralong ea likoluo? li teng	(Maano ke a fe a bebofaletsang basali boima ba ho etsa mesebetsi e mengata e fapaneng.						
INFRASTRUCTURE/Maano								
Housing/lits'a/phano ea matlo								
(Ho holisa litokelo tsa basali malebana le litaba tsa mobu.	(Ke mobu (ERF's) o mo kae o matsohong a basali? 60%	.(Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithla-kholo.	Lenane la mobu o matsohong a basali	Thuto hob a hlokomelisa hore ba kaba le mobu	Basali ba fuoa mobu oo e leng oa bona Basali e ba majalefa a mobu	Council marena	Ke ntho e ntseng e tsoelapele	
	(Naa hona le maano a teng a thusang hore basali ba be le menenyetla tabeng tsa mobu? e teng	Melao le maano: ho hlahloba maano le melao e bonts'ang haeba basali ba na le menyetla , matla le ho fumana molemo lintho tsa boipheliso.	Palo ea basali ba fuoang menyetla	Ho anetsa thuto ho basali hore ba tle batsebe hore le bona ba kaba le mobu				

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG)	(PAPAPISO KE E FE QALONG)	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO)	(SESUPO)	(SEO LOKELOANG HO ETSOA)	(SE FIHLELETSOENG)	(KE BOMANG)	(KA KARETSEO EA NAKO)	(LIKHAKANYO TSA LICHELETE)
		Ha holoholo malebana le; Litokelo tsa metsi le thepa; Mobu						
Menyetla e lekanang ho basali litabeng tsa mobu.	Ke mofuta o fe o teng oa ho batla maikutlo malebana le ho rala bolulo? thupelo, pitso	. (Melao le maano: ho hlahloba maano le melao e bonts'ang haeba basali ba na le menyetla, matla le ho fumana molemo lintho tsa boipheliso.						
Water, sanitation and electricity (Metsi, matloana le motlakase)								
(Ho bona hore basali bao ba sa fumaneng lits'ebeletso tse ntle ba fumana lits'ebeletso tsa manthla ka mokhoa o bobebe.	Ke lits'ebeletso tsa mofuta o fe tse teng hape litjeo tsa tsona li joang? metsi le motlakase le matloana li tjalile hoe a ka li baka ho fapana	. (Melao le maano: ho hlahloba maano le melao e bonts'ang haeba basali ba na le menyetla, matla le ho fumana molemo lintho tsa boipheliso.	Palo ea lipompo le matloana le motlakase	Ho batla lithuso ho eketsa matloana le ho lokisa lipompo esita le ho eketsa motlakase moo o eso kene	Ho na le libaka ka hara council tse nang le lits'ebeletso tsohle	Council Social development Health Village water supply	E tsoelapele	
	(Ke mofuta o fe oa ho batla maikutlo e sebelisits'oeng nako e	Ha holoholo malebana le litokelo tsa metsi le thepa.	Lenane la lipitso tse bileng teng	Ho boela mekhoeng ea khale ea batla maikutlo	Ho na le libaka tse nang le lits'ebeletso	Council Social development Health	Ke ntho e ntse e tsoela pele	

(SE BATLOANG HO FIIHLELOA/SE FIIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIIHLELETSOENG	(KE BOMANG	(KA KARETSEO EA NAKO	(LIKHAKANYO TSA LICHELETE
	fetileng? lipitso Lits'ebeletso li joang ha a joalo? li ntse li theoha		Lenane la lipompo, matloana le metlakase e mecha e kenang	sechabeng Ho Kenya matloana, lipompo le motlakase, esita le ho lokisa tse senyehileng		Donors council	Ke ntho e tsoelang pele	
HEALTH/litaba tsa bphelo								
Ho bona hore litsi tsa bophelo li fumaneha habobe bakeng sa basali.	(Ke litsi tse kae tsa bophelo tse tsamaeang tse teng ha hajoale?	(Lits'oants'o tsa molao, maano, mananeho le lits'ebeletso li matlafatsoe ho ela hloko tekano, bophelo bo bottle hape bo le litjeho tse bobebe bo nang le hlokomelo e batsi.						
HIV AND AIDS AND CARE WORK (HIV LE AIDS LE HLOKOMELO EA BAKULI METSENG								
Prevention(Thibelo								
(Ho fumane mekhoe ea tekano malebana le HIV/AIDS hape ho e ketsa tsebo ka lefu lena kh'anseleng.	(Naa kh'anselene na le lipalo-palo tsa bakuli ba HIV le AIDS? Li teng leha ho sena tse hlophisitsoeng	(Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithlakholo.	Lenane la bakuli	Ho hlophisa manane a bakuli	Ho bala le lipalo palo	Council Basebeletsi ba tsa bophelo metseng Support group	Ke etsoelapele	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIHLELETSOENG	(KE BOMANG	(KA KARETSEO EA NAKO	(LIKHAKANYO TSA LICHELETE
	hantle							
(Ho ts'oara mats'olo a thibelo ea lefu lena.	(Naa mats'olo a hatella phapang ea matla pakeng tsa basali le banna? A teng	Ho etsa meralo elang hloko litaba tsa tekano ele ho thibela ts'oaetsoe ncha.	Lenaneo la bakuli	Ho tsoara mats'olo a hlokomeliso molemong oa ho fokotsa tsoaetso e ncha	Ho etsa tlhokomeliso ea HIV/AIDS	Council Health	Ke ntho entse e tsoelapele	
	a ho thibela ts'oaetso a hlakisa litlamorao tsa ho ba le baratua ba bangata ka nako e le ngoe? A teng		Palo ea batho ba fumaneng tsoaetso tse ncha	Ho hlokomelisa batho ho qoba tsoaetso e ncha	Ho hlokomelisa batho oho ipaballa khahlanong le ho fumana tsoaetso tse ncha	Council Health	Ke ntho e ntse etsoelapele	
	(Naa khohlopo ea basali ea fumaneha? Haeba e teng e fumanoe kae? E ea fumaneha		Lenane la tse fumanoeng	Ho hlokomelisa basali le banna ho sebelisa khohlopo tsa basali	Likhothlopo tsa basali li se ntse li fumaneha	Council health	Ke ntho e ntse e tsoelapele	
To ensure that messages of generational sex and multiple partners are addressed (Ho etsa bonnete ba hore melaetsa ea thoabalano ea batho ba fetang haholo ka limelo hape le ea hoba le baratua ba bangata	Kh'hansele e kile ea nka karolo joang nakong e fetileng la matsatsi a 16 a ho nena tlhekefetso la Naa k'hansele e kile ea	Programmes take account of the unequal status of women, the particular vulnerability of the girl child as well as harmful practices and biological factors	Lenane la mats'olo a tsoeroeng	Ho itokisetsoa ho ketekela le ho hlokomelisoa batho ka 16 days	-	Council Gender NGO'S	Ke ntho e ntse e tsoelapele	20000.00

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIHLELETSOENG	(KE BOMANG	(KA KARETSEO EA NAKO	(LIKHAKANYO TSA LICHELETE
ka nako e le ng'oe e teng le phoso .	ketekela matsatsi aa e le ho nena litaba tsa tthekefetso No	that result in women constituting the majority of those infected and affected by HIV and AIDS. (Mananeo nang a ela hloko maemo a sa ts'oaneng a basali, tlokolotsing eo bana ba banana ba eng ho eona ka le baka le meetlo e beng maphelo a bona tlokotsing le boleng ba bona tse etsang hore basali e be bona ba nang le ts'oetso e holimo ea HIV/AIDS.						
Ts'oetso ea HIV/AIDS e ka eketseha haholo ka lebaka la tthekefetso ka motabo.	(ho na le mats'olo a hlokomelisang sechaba kh'anseleng ba le bana le nyalano pakeng tsa	(Leseli ka lits'ebeletso malebana le mahlatsipa e fana ka botlallo malebana le ho hlahloba le ho hlokomela	Lipalo tsa matšoalo	Ho hlopisa matšolo		council	E ntse e tsoelapele	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIHLELETSOENG	(KE BOMANG	(KA KARETSEO EA NAKO	(LIKHAKANYO TSA LICHELETE
	tlekefetso le HIV le AIDS? Ha aeo	mahlasipa a hlekefetso ka motabo, ho tla kenyeletsa thibello ea mafu a thobalano.						
(Ho ruta basali ba senang tsebo hore ba ithlahise ba keng sa ho fumana thusa ea ho thibela ts'oaetso ka setlhare sa(PEP) le ho thibela hoima hang hang ka mora hlekefetso ka motabo.	PEP e fumaneha ha bobebe litsing tsa bophelo? Haeba, ha ho joalo, ke litsing tsa bophelo tse kae moo li leng teng? Ha hona moo e fumanang	. (Ho fumaneha ha bobebe ha PEP litsing tsa bophelo ho fokotsa ho fumana ts'oaetso.	Lenane la batho ba thusitsoeng	Kanetso ea eona litsing	E teng setsi se seng feela	Council health	E ntse e tsoelapele	
Ho ruta basali le banna ka hlabollo e sa tlameng e le hoba bonts'a hore ke ntho ea bohlokoa ho thibela ts'oaetso.	(Ke liperesente tse kae tsa banna le basali ba eang ho etsa VCT? E teng	Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithlakholo.	Lenaneo la batho ba entseng VCT	Ho khothaletsa banna ho ea etsa liteko tsa HIV/AIDS	Ho se ho ntse ho ena le batho ba ithaopelang ho hlahloba	Council Health	E ntse e tsoelapele	
Treatment								
(Ho shebana le taba ea ho fumana ka holekana pheko haholo ho banna ka ha ba le lesisitheho eo batla thuso.	(Ke basali ba bakae ha ho bapisoa le banna ba fumanang monyetla oa pheko ea mahala? Ha hona lipalo –	(Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithlakholo.	Lipalo palo tsa basali le banna fumantsoang	Ho khothaletsa banna ho hlahloba		Council Health	Ke ntho e ntse etsoelapele	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIHLELETSOENG	(KE BOMANG	(KA KARETSEO EA NAKO	(LIKHAKANYO TSA LICHELETE
	palo tse bokeletsoeng							
Care								
(Ho bona hore kh'ansele e buoa ka litaba tsa tlhokomelo ea bakuli	(Ke bathusi ba bakuli ba ba kae motseng bao e leng basali? Boholo ke basali	(Manaano le mananeo ho bona hore batho ba hlokomelang bakuli ba ea tlotloa, bao bongata ba bona e leng basali, ho ba fa lisebelisuo, le ts'ehetso ka taba tsa keello ho bahlokomeli ba ba kula le ho bona hore banna na kenya letsoho ho thusa batho ba phelang le ts'oahetso.	Lenane la basali bao ele bathusi ba bakuli	Ho khothaletsa banna ho ba ba bathusi ba bakuli	Ho na le banna ba fokola	Council Health Marena	Ke ntho e tsoelapele	
	(Batho ba hlokomelang bakuli nang ba ea pataloe? Ha ba pataloe		Lenane la batho ba hlokomelang bakuli ba pataloe	Ho etsa hore bahlokomeli ba bakuli ba pataloe	Ho na le banna ba fokolang bao e leng ba hlokomeli ba bakuli	Council Health marena	Ke ntho e ntse e tsoelapele	
	(Ke ts'ehetso efe eo batho ba hlokomelang bakuli ba e fumanang? Ha eeo		Lipalo tsa litsehetso tse fuoang bahlokomeli ba bakuli	Ho fa ba thusi ba bakuli tsehetsoeng		Council Health	Entse e tsoelapele	
	(Na batho ba hlokomelang bakuli ba fumana lithupelo? tsa mofuta ofe? Tsa ho hlokomela bakuli, bohlabolli		Lenane la thupelo tseo ba li etselitsoeng	Ho tsoarela bahlokomeli lithupelo Ho hlabolla bahlokomeli		Council Health	E tsoelapele	
	Na ho na le mekutu ea ho kenyeletsa		Lenane la lithupelo tseo ba li	Ho tsoarela banna lithupelo tse		Council Health	E tsoelapele	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIHLELETSOENG	(KE BOMANG	(KA KARETSEO EA NAKO	(LIKHAKANYO TSA LICHELETE
	banna thlokomelong ea bakuli? E teng		etselitsoeng	hlokomelising banna hore ba hlokomele bakuli				
Social development sechaba	(Ntlafatso ea							
(Ho etsa hore libaka tsa sechaba tsa lipapali lia fihleleha habobe bakeng sa basali le banana basali le banana ba fuaa menyetla e lekaneng ho lisebelisa le ho una molemo ho tsona.	(Ke mesebetsi e fe/ e entsoe le lihlopha tsa basali? Ho rekisa	.(Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithlakholo.	Mananeo a mekhatlo metseng	Lithuso ho holisa mebaraka Lithupelo	Ho na le basali ba bopang linkho, Vaseline le likatiba	Council Marena Bakhethoa Lekala la tekano		
	(Na ho na le mananeo kapa lithupelo tse rutang ka litaba tsa boikarabello ba batsoali? Ha lieo	Lenane la lithupelo tsa ho ruta batsoali boikarabello	Lithupelo hore khothaletsa batsoali ho hlokomela bana	Ntlafatso ea bophelo ba malapa		council	E tsoelapele	
GENDER SPECIFIC PROGRAMMES (MANANEO A TEKANO								
FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE POREJEKE - HO FELISA THLEKEFETSO								
Prevention(Thibelo								
Ho Kenya letsoho ho tumellano ea tekono ea SADC ea ho fokotsa thlekefetso ka halefo ka 2015.	Lipalo-palo li reng tsa litaba tsa thlekefetso ka hara kh'anseleng? 60%	Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithlakholo.	Lenane la litlaleho tsa thlekefetso	Ho khothaletsa batho ho tlaleha	Ho tlaleha thlekefetso Mahokela a teng ho thusa litabeng tsa thlekefetso	Council Baruti Marena Police Batsoali	E ntse e tsoelapele	23400.00

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIHLELETSOENG	(KE BOMANG	(KA KARETSO EA NAKO	(LIKHAKANYO TSA LICHELETE
		(Katamello e kopanetsoe ke mafapha ohle, sepheo e le ho fokotsa tihlekefetso ka halefo ka 2015.	Lenane la lithupelo le mats'olo a kopanetsoeng ho fokotsa tihlekefetso	Lithupelo le mats'olo a mangata a kopanetsoeng le mafapha a mang ho				
Public awareness campaigns								
(Ho ruta sechaba fo felisa tihlekefetso.	(Kh'ansele e ile ea kenya letsoho joang nakong e fetileng lets'olong? Kh'ansele e ile ea atlehisa lets'olo la matsatsi a 16?	Ho thusa le ho ruta ka litaba tsa tekano, sepheho e le ho felisa GBV sechabeng.	mats'olo a hlokomelis a batho ka tihlekefetso . Ka mehoanto, lipitso le lipapali		Council le marena	Ke on going activity		50000.00
		(Ho bona hore banna ba ea kenyeletsoa litabeng tsa tekano tse kang lithupelo.						
Response ((Karabo								
(Ho etsa mesebetsi e thusang ho felisa GBV kh'anseleng	Ho na le mabone seterateng kh'anseleng? Ha hona mabone	(Ts'ebesto e ntle ea maponesa, bachochisi, lekala la bophelo bo botle le lits'ebeletso tse ling malebana lelitaba tsa	Ho hlokahala hoa mabone	Boikarabello bah o Kenya mabone		Council bakhethoa	On going activity	50000.00

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIHLELETSOENG	(KE BOMANG	(KA KARETSEO EA NAKO	(LIKHAKANYO TSA LICHELETE
		tlhlekefetso						
	Ho na le sepolesa kh'anseleng se tsebang ho sebetsana le taba tsa GBV hape na ho na le ntlo eo mahlatsipa a tising litaba tsa oona moo a ka phothulohang, l'eposa la mosali ele ho thusa basali bang? yes	Lits'ebeletso tse kopantseng ho thusa mahlatsipa a hlekefetso (mananeo a sechaba a teng le lisebelisuoa a reretsoeng mahlatsipa a litaba tsa hlekefetso	Lenane la sepolesa Matlo a joalo	Ho thusa ho ntlafatsa se teng Ho eketsa tse ling	Ho na le litsi	council	On going activity	70000.00
		(Ho ba le lefapha la tihlabollo, molao le la seponesa a sebetsanang le taba tsa hlekehetso						
Support (Thuso								
(Ho nts'etsa meralo ea ho thusa mahlatsipa a tlhlekefetso	Ke libaka tse kae tsa ho thusa mahlatsipa kh'anseleng? Li 2	(Hana ke libaka tse kenyeletsang ho thusa mahlatsipa a hlekefetso	Lenane la litsi	Ho eketsa ho ntlafatsa	Litsi li teng	Council	ongoing	1.5million
	(Ke litsi tse kae tsa		lingolooa					

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIHLELETSOENG	(KE BOMANG	(KA KARETSEO EA NAKO	(LIKHAKANYO TSA LICHELETE
	tlhabollo tse teng ka hara kh'anseleng?							
	Ho na le lingoloa tse teng moo ba ka fumanang leseli hape ba li fumana joang?							
Coordination (Khokahanyo								
(Ho bona hore mesebetsi e etsoang bakeng sa ho felisa tlhekefetsoe e ea hokahanyoa	(Hona le komiti e sebetsang le taba ea GBV? Yes	Katamello e kopaneng ho mafapha ohle, sepheho e le ho fokotsa hlekefetso ka halefo ka 2015.	Lenaneo la linyeoe tse eang makhotleng	Lithupelo	Batho ba khona ho tataisoa hoe a khotla	Council Marena police	ongoing	
Budget allocation (Kabelo ea chelete								
(Ho bona hore kh'ansele e na le chelate e ka thusang ho ho sebetsana le GBV	(Ho na le chelete bakeng sa mosebetsi oa litaba tsa tlhekefetso ka hara kh'anseleng?no							
Monitoring and evaluation (Ts'alo morao								
(Ho bona hore ts'ebetso ka GBV e na le ts'alo morao	no	.(Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithla-	Tsalo morao ea tsebetso					

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIHLELETSOENG	(KE BOMANG	(KA KARETSEO EA NAKO	(LIKHAKANYO TSA LICHELETE
		kholo.						
Best practices (mekhoa e metle								
(Ho bonts'a mekhoa e metle ea ho sebetsana le GBV								
EMPLOYMENT PRACTICES AND ENVIRONMENT(Khiro le maemo mesebetsing								
To increase the representation of women employed in the council. (Ho eketsa boemeli ba basali ba hiriloeng ke kh'ansele	What steps have been taken to prioritise gender equity in performance plans?(Ke mehato efe e nkiloeng tabeng tsa tekanno ha ho etsoa meralo ea ts'ebetso	(Bonyane 50% ea basali ba litulong tse ka pele tsa ho etsa liqeto pusong le makaleng a ikemetseng.	Lenaneo la basali le banna ba hiriloeng					
	(Lipalo-palo tsa tekano tsa basebetsi kh'anseleng li eme joang? Ke basali le banna ba kae litulong tse ka pele?	(Ho hlahloba maano le melao e bonts'ang haeba basali ba na le menyetla , matla le ho fumana molemo lintho tsa boipheliso. Ha holo malebana le litokelo tsa metsi le thepa.						

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA- KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIHLELETSOEN G	(KE BOMANG	(KA KARETSO EA NAKO	(LIKHAKANY O TSA LICHELETE
Selection and recruitment (Khiro								
Ho netefatsa hore basali ba hiroa ka ho lekana ka menyatla e tsoanang	(Ke moralo o joang ea k'hiro ka tekano o teng?	Affirmative action measures (Ho na le se etsoang ho bona hore basali ba kenyeletsoa mafapheng ohle a bophelo le ho bona hore maemo a renang a fa basali menyetla oa ho kenya letsoho.						
	What are the targets for ensuring women's e (Ke lipehelo li fe tse teng ho bona hore basali ba emeloa ka ho lekana mafapheng ohle?							
	Na tekano e kenyellelitsoe maanong?	(Ho felisa mefuta eohle ea kethollo mesebetsing						
	Na basali le banna ba pataloa ka ho ts'oana?	(Ho patala ka mokhoa o ts'oanang ho basali le banna						
	Leano le reng ka litaba tsa ho ea setsoetse?	(Ho ba le melao e thibelang ho tebeloa ha basali ha ba ile						

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIHLELETSOENG	(KE BOMANG	(KA KARETSEO EA NAKO	(LIKHAKANYO TSA LICHELETE
		setsoetse, ho le ho se hiroe ha ba le mmeleng.						
Capacity building (Ntlafatso ea litsebo								
(Ho bona hore lithupelo li ba teng ho ruta basebetsi le sechaba ka tekano	(lithupelo li fe tseo e seng li entsoe?	(Ho netefatsa hore basali ba kenya letsoho le banna ka ho lekana ketso qetong ka ho ba maano le mananeo a netefatsang ho kenyeletsa litaba tsa tekanyo.						
Work conditions and environment (Maemo a mosebetsi								
(Ho bona hore basali ba kenya letsoho mesebetsing ka kotloloho mosebetsing ka ho ba fa ts'ehetso hobane boikarabello ba batsoali le bona bo tsoelapele bo le mahetleng a basali.	(ke litšebeliso li fe tse teng tsa tlhokomelo ea bana?	Ho sireletsa litokelo tsa banna le basali ba batsoetse ha ba le setsoetse (e ka ba monna kapa mosali)		Ho etsa maemo a kenyeletsang bana		Council marena	ongoing	
	(Ho na le meralo le litukisetso?	(Ho ba le liphuputso pele ho 2015 le ho ba le maano ho imolla mesebetsi a mengata ea basali						
	(Na taba tsee li sebelisioe? Joang?							
	?(Hona le mananeo a joalo?							
	Ho na le		Likolo tsa	Ho rupella	Likolo le bana	council	ongoing	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIHLELETSOENG	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAKANYO TSA LICHELETE
	likonyana?		likonyana	matichere a likonyana	likolong tsa likonyana			
(Ho sebetsana le litaba tsa hlekefetso ka motabo kh'anseleng	(Na ho na le maano a melebana le tlheketso ka motabo?	(Ho ba le melao, maano, mananeo a thibelang tlhekefetso ka motabo le ho ahlola bahlekefetsi		Ho eketsa thuto	Ho isa batho moo b aka thusoang	Council marena	ongoing	
GENDER MANAGEMENT SYSTEM (HO MANAJA TEKANO								
Gender structures (Tekano								
Ho ba le mafapha a sebetsanang le tekano le ho bona hore a na le matla a ho etsa mebesetsi le hore ba be le tšehetso ea baokameli .	Has any work been done in the establishment of structures? (na ho se ho theuo mafapha a sebetsang le tekano?	(Ho theha le ho matlafatsa litaba tsa tekano e le ho kenyeletsa litaba tsa tekano mererong le meralong	Lenaneo la likomiti		Ho thehoa	council	6months	
	(Ho na le komiti ka kh'anseleng ea litaba tsa tekano?							
	(Ho na le komoti e sebetsanang le tekano: na GFP e teng?							

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	(SE FIHLELETSOENG	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAKANY O TSA LICHELETE
Budget, monitoring and evaluation (Moralo oa chelete le ts'alo morao								
(Boitlhatlhobo molemong oa hore ho be le ts'alo morao le ho bona hore tekano ea fihleleha	o na le lipalo-palo ka botona le bots'ehali? Lipalo-palo tseo lia sebelisoa?	(Ho netefatsa hore tekano e ea kenyeletsoa maemong ohle a meralo ea chelete le ts'alo morao e ea phethahala						
(Ho bona hore lisebelisua li teng ho tla sebetsana le taba tsa tekano	(Na ho na le meralo ea chelete ho bona hore tekano e teng?	(Ho netefatsa hore mereralo ea chelete ea naha le metseng e elelloa litlhoko tsa basali le banna; le patlisiso ea ts'ebeliso ea lichelete ho bonts'a hore na li sebelisoa li fano joang banna le basali		Ho bona hore chelate e ba teng ha ho etsoa meralo		Council On going		

Annex D: Evaluation form

DATE: 5-6TH MARCH 2013

VENUE: MOHLAKENG COMMUNITY COUNCIL, MASERU

EVALUATION AREA	SCORE OUT OF TEN
PROGRAMME DESIGN	93%
PROGRAMME CONTENT	99%
DOCUMENTATION	96%
FACILITATION	89%
GROUP WORK	99%
OUTPUTS	87%
OUTCOMES AND FOLLOW UP PLANS	79%
LEARNING OPPORTUNITY	97%
NETWORKING OPPORTUNITY	91%
ADMINISTRATIVE ARRANGEMENTS	96%
OVERALL	93%

General comments

Sessions found most useful and why?

- Gender and governance because we learnt that it is crucial for both women and men to equally participate in decision-making at all levels, and participate in development of their communities and country.

Sessions found least useful and why?

- None

How will you apply what you have gained from this engagement?

- By conducting public gatherings in order to inform communities about gender issues and how to mainstream gender into development planning.

Any other comments

- The workshop was very informative and assisted them how to mainstreaming gender in development planning.
- The councillors indicated that they will share the information with the communities
- They also indicated that there is a need for stakeholders to influence Ministry of Education to incorporate gender issues in their curriculum so that gender issues could be taught from primary school level