

REPORT
CENTRES OF EXCELLENCE STAGE FIVE WORKSHOP
LESOTHO

COUNCIL: QUTHING URBAN COUNCIL



DISTRICT: QUTHING
DATES: 20 - 22 MARCH 2013
VENUE: QUTHING YOUTH COUNCIL



Cllr Palesa Seboka from Quthing Urban Council



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Executive summary

The report seeks to provide information on the workshop held at Quthing Urban council in Quthing district, during the month of February from 20th to 22nd 2013. The councillors were taken through stage five of the new COE manual.

Background

The Quthing Urban council is situated at 10km south of the Quthing town. It became one of the COE councils in Lesotho. The council has initially undergone stages 1, 2 and 4. There were 18 participants who attended the workshop, which included 13 women and 5 men – a detailed participants list is attached at **Annex B**.

The workshop was conducted for two days, and half day from the 20th – 22nd February 2013. The new COE training manual on gender mainstreaming in local government was used as a guide throughout the entire training. During the training all the modules in stage 5 were covered except for the development of a local gender action plan which was to be done at a later stage – the programme is attached at **Annex A**.

A detailed summative evaluation was conducted during the last day of the workshop where participants gave an assessment of how valuable the workshop was and how they can further replicate the process and the summative evaluation is attached at **Annex C**.

Objectives

- The workshop was conducted as follow up to stages 1, 2, and 4 workshops held earlier with the council and the objectives therefore were to;
- Progress from foundation on gender concepts to gender planning concepts.
- Identify key gender issues in all the work of local government
- Build knowledge and skills in key sector areas such as Local Economic Development, climate Change, HIV and AIDS care work 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

Process and activities

The program covered two days and a half where during the first day, we discussed gender planning concept where we discuss practical gender needs which were explained as needs that are a response to immediate perceived necessity, identified within a specific context, they are practical in nature and are often concerned with inadequacies in living conditions such as water provisions, health care and employment. There was also a discussion on strategic gender needs which relate to gender division of labour, power and control and may include such issues as legal rights, domestic violence and equal wages.

On day two councillors were introduced to the concept of gender mainstreaming which was explained as a process of assessing the implications for women and men of any

planned action (including legislation, policies and programmes) in all areas and at all levels. It was also explained as a strategy for making women's as well as men's concerns and experiences as an integral dimension of the design, implementation and evaluation of policies and programmes in all political, economic and social spheres so that women and men benefit equally, and inequality is not perpetuated. They also learned about gender management systems and gender budgeting. In this area they learned that gender management system is a network of structures, mechanisms and processes put framework to guide, plan, monitor and evaluate the processes of mainstreaming gender into all areas of the organisation's work. Knowledge sharing was enhanced through group works by the participants to share their different understanding of these gender planning concepts.

Discussions

Participants learned that for purposes of their council it is imperative that they should ensure that they should make policies, plans and programmes are in line with gender mainstreaming that they should be aware of policies and programmes that do not consider both men and women's rights and those that consider both men and women's rights. That before making a policy, it is important to consider whether it takes into account both men and women's rights. In that way we would achieve greater gender equality and equity within the context of sustainable development. They also maintained that it is imperative that their local budget sufficiently represent the needs of women and men and make an assessment of all spending should reflect how resources have been allocated to all gender groups.

Gender and the economy

In this module the participants were asked to analyze exercises that appear under the topic. In this area some of the participants were of the view that domestic work done by women cannot be considered as work. They understand it as roles to be done by women. However, after various examples and explanation, they conceded that women do a lot of work which is unpaid or if paid at lesser wages and that such work contribute to the economy.

Making care work count in local government

In this area it was explained that care worker is someone who serves or assist those requiring assistance. It was also elaborated that care can be in two forms, primary and secondary. The former are services provided by family members in the home or community and is often unpaid. The latter are services provided by community home based care programmes usually people who are associated with an organisation that provides care often as a paid service, for instance, psychological support, cooking, cleaning, feeding and helping with toilet needs, administration of remedies and treatment.

It was also clarified that we have home based care which is the most common type for people living with HIV/ADS, it is the care received at home by families and members of the household. Moreover we also have community home based care which is care received by people from the community home based care organisations; it consist of

health workers or volunteers linked to a hospital or NGO, they can provide primary and secondary care.

Discussions

The participants averred that in their communities primary care is the most common and it is done through support groups and are often not paid. They also asserted that it is mostly done by women though men are involved, they are not actively involved as women are, men seem to be reluctant to join support groups because care work is normally regarded as work to be done by women. They concluded that there has to be a committee within the community which specifically address health issues within that community to ensure that health care services are available in their community, and that primary care givers should be capacitated with trainings and they should also be provided with the necessary equipment to care for the sick people.

Gender and local economic development

In this module it was explained that local economic development is the process by which public, business and non-governmental sector partners work collectively to create better conditions for economic growth and employment generation, the aim being to improve quality of life for all. It was however highlighted that men seem to be participating more than women because there are barriers to women's economic participation which include; lack of representation in decision-making, multi- tasking that leaves almost no free time or energy for participation in public affairs, cultural constraints on mobility of women and skills development limited to certain occupations and positions.

Discussions

There were discussions on the importance of Local economic development and how they can relate it to their council. They pointed many challenges in this regard which are barriers that hinder women to participate in local economic development.

They mentioned that amongst others women are the primary caregivers in their families as thus they have less time to engage in the local economy due to their multiple roles. They also indicated that for rural women it is very difficult to source out expertise to start small business if such women have such a desire to do so because of the barriers that hinder them to participate in local economic development.

They submitted that it is imperative that women and men should be given equal chance to participate in and implement economic decisions and policies and that measures should be introduced which would ensure that women benefit equally from economic opportunities.

Gender, Climate Change and Sustainable Development

Participants were asked their understanding about climate change and whether there is any noticeable change in the seasons and weather patterns. It was elaborated that climate refers to a change of climate attributed directly or indirectly to human activities that alter the composition of the global atmosphere which is in addition to natural climate variability observed over comparable time periods.

While sustainable development refers to development that meets the needs of the present without compromising the ability of future generations to meet their own needs. It was observed that climate change affects the resources such that they will be extinct thus compromising their use for future generations. Moreover climate change has an impact on, food security, water, land use, as well as health. In addition, women suffer more from the impacts of climate change because of their different social roles and status in society.

It was therefore crucial to preserve the resources through, planting of trees, avoid overgrazing and also to preserve wetland and bog.

Gender Based Violence

In this module gender based violence was explained, types of gender based violence its causes and consequences. It was observed that mostly it is caused by unequal power of relation, being economic, social and political. It is also caused by poverty and its consequences include death, mental incapacity or disorder, loss of self esteem or confidence and these are experienced by survivors of gender based violence. The participants were given an exercise on which the outcome was that they are aware that gender based is an issue in the communities, that it infringes upon fundamental human rights and that they will address this issue by sensitizing the community through community dialogues and public gatherings about it as well as on services and resources available for survivors of gender based violence.

Outcomes

At the end of the workshop participants gained information gender planning concepts. They are able to relate these concepts to work of councils through enactment of policies, plans and programmes, and their adoption.

Conclusions

It can therefore be concluded that mainstreaming gender in local government activities has proven to be a good idea.

Way forward and recommendations

The councillors will continue to further disseminate the message to the communities during their electoral division meetings. Stage 3 will follow afterwards as well as development of a local gender action plan.

Annexes

Annex A: Programme

DAY/TIME	ACTIVITY	TIME	WHO
DAY ONE:			
Gender policy and planning concepts			
14:00– 15:45	Practical and strategic needs Gender mainstreaming Gender blind and gender aware policies	1 hr 45 min	Gender officer
15:45- 16:30	Gender disaggregated data Gender budgeting	45 min	Gender officer
DAY TWO			
8:00 – 8:30	Reflections: Eyes and Ears	30 min	CM
Gender and the economy			
8:30 – 9:30	The unwaged work for women	1 hr	CM/Gender Officer
9:30 – 10:00	<i>Group works</i>	30 min	Participants
10:00-10:30	Report back	30 min	participants
10:30-10:45	Tea break		
Making care work count in local government			
10:45- 12:30	Care work Men and care work	1 hr 45 min	CM/Gender Officer
12:30-13:00	Plenary discussions	30 min	Participants
13:00-14:00	<i>LUNCH</i>	1 hr	
Local economic development			
14:00-15:30	<i>Gender and local economic development Strategies for local economic development</i>	1 hr 30 min	CM/Gender Officer
15:30- 16:00	Group works	30 min	participants
16:00-16:30	Report back	30 min	participants
DAY THREE			
8.00-9.00	Reflections: eyes and ears	1 hour	Participants
Sustainable development and climate change			
9:00- 10:30	Definitions and background Impact of climate change on gender	1 hr 30 min	Gender officer
10:30-10:45	Tea break	15 min	
Gender based			

DAY/TIME	ACTIVITY	TIME	WHO
violence			
10:45- 12:00	Definitions, causes, types and consequences	1 hr 15 min	Gender officer
12:00-12:30	Plenary discussions	30 min	participants
12.30- 13:00	Way forward and closure	30 min	Gender officer and chairperson of council
13:00	LUNCH		

Annex B: Participants List

NAME	SEX F/M	ORGANISATION	DESIGNATION	PHONE
1. Paleho Lepetla	M	Quthing Urban Council	Councillor	63212141
2. 'Matiisetso Mothae	F	Quthing Urban Council	Councillor	58038061
3. Matete Mahao	M	Quthing Urban Council	Assistant Administration office	58000404
4. 'Masalang Chefa	F	Quthing Urban Council	Councillor	57469881
5. Lebohang Nkatane	F	Quthing Urban Council	Councillor	58135956
6. Relebohile Koloi	M	Quthing Urban Council	Chairperson	63558997
7. Palesa Seboka	F	Quthing Urban Council	Councillor	63814698
8. 'Malerato Makhetha	F	Quthing Urban Council	Councillor	58579202
9. Teboho Mokhosi	M	Quthing Urban Council	Councillor	58047238
10. Toka Letsie	M	Quthing Urban Council	Chief	59980416
11. 'Mamoeketsi Sesoane	F	Quthing Urban Council	Councillor	58746956
12. Tsoakae Jankie	F	Quthing Urban Council	Councillor	59619069
13. 'Makhauhelo Jankie	F	Quthing Urban Council	Deputy Chairperson	58513585
14. 'Mahlompho Nkhabu	F	MGYSR	Gender Officer	62006889
15. 'Manapo Chopho	F	MGYSR	Youth Development Officer	58046696
16. Motsejoa Ntsane	F	MGYSR	Sports Organiser	63774400
17. 'Mathabelo Phenethi	F	MGYSR	Youth Officer	58697725
18. Moliehi Nthejane	F	MGYSR	Youth Officer	59112033

Gender disaggregation

Participants	Male	Female
18	5	13
100%	27%	72%

Annex C: Gender action plan

MORALO OA TEKANO OA LEKHOTLA LA PUSO EA LIBAKA QUTHING URBAN COUNCIL

The fields to be completed are:(Libaka tse tlatsoang ke tsena:

- **Why** - What is the objective; starting point, answer the questions? (**Why** – Sepheo ke sefe;ho qaloa kae, araba potso?)
- **What is the indicator** –How will progress towards achievement of this target be measured; for example percentage increase in women’s representation. (**Ke eng e supang** – Ho tla sebelisoa eng ho bonts’a katleho malebana le ntlha-kholo.
- **What is the action** – What needs to be done for the target to be achieved? (**Mosebetsi ke o fe** – Ke eng e lokeloang ho etsoa ho phethahatsa ntlha-kholo?)
- **Who** –Which department/s unit/s is responsible of the action? (**Ke bo mang** – Ke makala a fe a ikarabelang mosebetsing?)
- **When** – What is the timeframe in which this action should be completed? (**Neng** – Ke ka nako e kae mobetsetsi o tlabo o be o felile?)
- **Budget** – What financial resources are required for this action to be completed? (**Moralo oa chelete** – Ke chelete e kae e hlokahalang hore mosebetsi ona o phethahale?)

(SE BATLOANG HO Fihleloa/SE Fihleletsoeng	(PAPAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOAN G HO ETSOA	(Fihleletsoeng SE	(KE BOMANG	(KA KARETISO EA NAKO	(LIKHAKANYO TSA LICHELETE
GENDER POLICY FRAMEWORK (LEANO LA THEKANO								
(Ho e ketsa tsebo ea lekhlotla malebana le boitlamo ba naha, tikoloho le lefats’e eo naha e e ntseng malebana le SADC Protocol ea tekano le ntlafatso le leano la naha la tekano.	(maemo hajoale ke afe? Moralo o teng le ha o sa ngoloa fatse o ipapisitse le maano le meralo ea naha.	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.	Ha hona leano le ngotsoeng fatse feela meralo ea kh’ansele e ipapisitse le maano a naha.	Ho be le leano le ngotsoeng fatse.	Muso o kothalletsoe ho thusetsa ka lichelete hore tekano e fihlelehe. Li council li fue matla a ho etsa mosebetsi	Council Paramente	May-June	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOAN G HO ETSOA	(FIHLELETSOENG SE	(KE BOMANG	(KA KARETSO EA NAKO	(LIKHAKANYO TSA LICHELETE
(Ho etsa bonnete ba hore hona le leano la tekano ka hara lekhotla le bile le kengoa ts'ebetsong .	(Na leano la tekano le entsoe hape le hlohonofalitsoe. Ha le eo	(Melao le maano a teng ho lumella basali hoba le menyetla e lekanang le ea banna	Boteng ba leano	Sechaba se fue thuto. Marena a fue matla ho netefatsa hore banna le basali ba fua matla a lekanang	Sechaba senang le thuto le kutloisiso Council e nang le matla a ho etsa liqeto	Council Marena Sechaba Lekala la Tekano	July-August	
(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 joalo		Boteng ba motho ea ea tla etella litaba tsa tekano pele	Lekhotla le khethe motho a tla etsa mosebetsi	Ho etsoe likomiti tse sebetsang mmoho le sechaba e le ho netefatsa hore sechaba se kenya letsoho.	Council Sechaba	April-June	
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 liperesitente tse kae tsa basali ba makh'ansera ka kh'anseleng? 7 women 7 men	(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.		Ho kothalletsa bo mme ho nka karolo lipolotiking le hoba fa monyetla oa boeta pele	Ho rupeloe sechaba ka bohlokoa ba boteng ba basali paramenteng/musong Basali ba bangata boemong ba ketsa geto	Council Sechaba Paramente gender	Selemo kaofela	
(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? O mong - ke motlatsi oa molula setulo	(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.	Balula – litulo ba basali ha ba ka ba teng	Ba be le boiketlaetso Le ho kothalletsa bomme ka ho ba ntlafatsa hore ba be le sebete ba be le boikemelo	Ho rupeloe basali ba keneng lipolotiking hore ba tsebe hoba baeta – pele ba hloahloa	Council	Selemo kaofela	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOAN G HO ETSOA	(FIHLELETSOENG SE	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAKANYO TSA LICHELETE
(Ho ruta sechaba le ho ba hlokomelisa ka bohlokoa ba hoba le kemeli e ntle ea basali ka hara kh'ansele.	? (Ho kile ha ba le mats'olo a rutang sechaba a rutang batho ka kemeli e ntle ea basali? Ha a so be teng	(Mekhoa ea molao le 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.	Sechaba se nang le tsebe le kutloisiso ea boteng ba boemong ba ketsa - qeto	Ho tsoara lipitso khafetsa ho rupela sechaba ka bohlokoa ba basali	Sechaba se tsehetsang boteng ba basali lipolotiking	Council Sechaba Gender	Selemo kaofela	
Political participation (Ho kenya letsoho lipolotiking	(Ho kenya letsoho lipolotiking							
(Ho eketsa lipalo tsa basali hobane little-tlebo tsa bona ha ngata li behelloa ka thoko e be ho sebetsoa tsa mekha ea lipoloki.	Is there a multi party women's caucus? Ha e eo	(Maano le mananeo ho etsa bonnete ba hore khapello ea litaba tsa tekano ea fihleloa	Basali ba kene politiking ka bongata Ho be le mokhatlo oa basali lipolotiking	Ho theha mokhatlo oa bo mme ba keneng lipolotiking	Bo mme ba be kapele ntlafatsong ea maphelo a sechaba	Council Sechaba	July-September	
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? Ha e so be teng Ke lithupelo li feng tse seng li ile tsa etsoa? Thupelo ea tekano Thupelo ea thibelo le toantso ea likoluoa	(Maano le mananeo ele ho thusa basali hore ba nke karalo litabeng tsa boetapele le tsa tekano .	Basali ba kene ka hare ho k'hansele	Sechaba se rupeloe se bontsoe bohlokoa ba basali lipolotiking	Basali ba be le sebete ba tsebe ho ikemela	Council Sechaba	August - September	
(Ho fa banna matla holima taba tsa tekano le ho sebeletsa ts'ehetso ea	(Ke lithupello life tse seng li entsoeng – ke banna ba ba	(Ho etsa bonnete ba hore banna ba kenyeletsoa	Bo ntate ba utloisisang le ho buella	Bo ntate ba tsoarelo lithupelo	Bo ntate ba nke karolo e kholo litabeng tsa tekano	Council Sechaba gender	Selemo kaofela	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG)	(PAPANISO KE E FE QALONG)	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO)	(SESUPO)	(SEO LOKELOAN G HO ETSOA)	(FIHLELETSOENG SE)	(KE BOMANG)	(KA KARETSO EA NAKO)	(LIKHAKANYO TSA LICHELETE)
bona.	kae ba neng ba kentse letsoho? Ha li so be teng Na ho kile hoaba le lipuisano tsa banna ba lekhotla ha e so be teng	mesebetsing eohle ea tekano, le lithupelo tsa tekanyo le ha ho bokeletsoa sechaba.	litaba tsa tekano	hore ba utloisise hore tekano le bona e e aba ama				
Public participation (Ho sechaba)	kenya letsoho ha							
(Ho etsa bonnete ba hore basali le banna 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? Basali ba bangata ho feta banna hobane ba lumela e le tsa basali	(Bonyane 50% ea mesebetsi ea ho etsa liqeto makaleng a 'muso le a ikemetseng ho sebetsa basali;	Likomiting tsa support group boholo ba tsona li kenoe ke basali	Ho rutoe sechaba khafetsa ka melemo ea basali le banna ba emetsoeng ka ho lekana mesebetsing	Palo ea basali e eketsehe ho fihlela e lekana le ea banna	Council Sechaba Muso	Selemo kaofela	
	(Na ho na le lipallo tse bonts'ang tekano likopanong tse batlang maikutlo? Ha li eo	(Na banna le basali ba kenya letsoho ka ho lekana ka hara puso. che		Basali ba matlafatsoe ba etsetsoe lithupelo	Palo ea basali e eketsehe hore banna le basali ba kenye letsoho pusong ka ho lekana	Council Sechaba Muso	Selemo ho potoloha	
	Ke lithupelo tse kae tse entsoeng le lihlopha tsa banna? Ha li so be teng	Ho etsa bonnete ba hore banna ba kenyeletsoa mesebetsing eohle ea tekano, le lithupelo tsa tekanyo le ha ho bokeletsoa sechaba.	Banna ba be karolo ea katlehiso ea litaba tsa tekano	Banna ba etsetsoe lithupelo ho akofisa litaba tsa tekano	Banna ba nke karolo litabeng tsa tekano	Council Sechaba gender	Selemo ho potoloha	
PLANNING (MERALO)								

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOAN G HO ETSOA	(FIHLELETSOENG SE	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAKANYO TSA LICHELETE
(Ho etsa bonnete ba hore ha ho etsoa meralo le lits'ebeletso ka kh'anseleng basali ba nkuoa maikutlo .	(Na moralo oa kh'ansele o kenyelelitse litaba tsa tekano? E teng		Moralo o teng o netefatsang hore tekano e ea phethahala.	Ho ntlafatsa maphelo a bacha, batho ba nang le bokooa – balisana Moqheku a atamelelitsoe litsebeletso Ho atemeletsa litsebeletso ho sechaba joalo ka mangolo a tlhaho. Ho be le kemeli ea basali ka hare ho council	K'hansele e be le moralo o netefatsang hore tekano e ea phethahala	Council	April-May	
(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? Maikutlo a banna le basali a lie a kenyeletsoa ka hob a tsoarela lipitso	(Basali le banna ba kenya letsoho ka ho lekana ha ho etsoa maano le ha ho phethahatsoa maano a moruo.	Sechaba se kenyang letsoho litabeng tsa puso ka ho ba tsoareloa lipitso	Ho tsoarela sechaba liphutheho le lithupelo ele ho ba matlafatsa litabeng tsa tekano	Tekno e be teng ho bohle ntle le khethollo ea letho	Council Gender	Selemo ho pota	
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES								
Local economic development – The economy and job creation								
ho etsa bonnete ba hore	(Naa ho na le lipalo-	(Basali le banna ba	Bohle ba fua	Ho tsoarela	Menyetla e lekanang	Council	Selemo ho	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOAN G HO ETSOA	(FIHLELETSOENG SE	(KE BOMANG	(KA KARETSO EA NAKO	(LIKHAKANYO TSA LICHELETE
bohle ba fumana menyetla e lekanang ea mesebetsi	palo tse bonts'ang tekano mesebetsing e fanoeng ke lekhotla Li teng	kenya letsoho ka ho lekana ha ho phethahatsoa maano le liqeto ka moruo	monyetla o lekanang	sechaba liphutheho pele mosebetsi o qala le kamorao hore mosebetsi o fele	ho se na khethollo ea botona kapa botshehali		pota	
(Ho ts'ehetsa baits'ukuli ka taba tsa lekano.	Litabeng tsa tekano kh'ansele e thusa baits'ukuli joang? K'hansale e ba fa Sebeka moo ba sebeletsang teng hape ho na le morero oa hore ba tsoareloe lithupelo.	(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 khoebeong; hlokomela tlatsetso ea basali lefapepheng la baits'ukuli le a mang.		Ho rupella baitsokuli ka likhoebo	Palo e ngata ea baitsokuli ba atlehileng	Council Lekala la khoebo Gender	August-October	
(Ho bona hore basali le banna ba na le menyetla e lekanang ntlheng ea phumants'ó ea lichelete.	(Naa khansale e na le mekhoha ea chelete kapa ho tsutsumetso holima mekhatlo ea lichelete e teng? Naa li etsa hlokomeliso ka tekano? Ha e 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.	Melao e be teng ho netefatsa hore banna le basali ba fumana ka lichelete ka ho tsoana	K'hansale e rupele sechaba ka litokelo tsa bona malebana le likalimo tsa lichelete K'hansale e batlele baitsokuli moo ba ka alingoang lichelete	Baitsokuli ba bangata batlang ho fumana lichelete	Council paramente	August – October	
(Ho bona hore basali le	(Na Kh'ansele e na	(Ho bona hore basali le						

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOAN G HO ETSOA	(FIHLELETSOENG SE	(KE BOMANG	(KA KARETSO EA NAKO	(LIKHAKANYO TSA LICHELETE
banna ba na le menyetla e lekanang tabeng tsa marang-rang ho bona hore likhoebo tsa bona lia atleha.	le marang-rang kapa tsusumetso holima mekhoha ea marang-rang ele ho thusa lihlopha tsee tsa kalimo ea lichete? Ha e eo	banna ba na le menyetla ea marang-rang a nepahetseng, a mehleng ena le a litjeho tse bobebe.						
Procurement(litaba tsa theko/thekiso								
(Ho bona hore basali ba una melemo e lekanang litabeng tsa thekiso kapa theko eo ho tloha khale ba ne ba sa kenyelletsoe.	(Ke mesebetsi e mekae ea kh'ansele lemong se fitileng e filoeng basali? Naa ho na le leano le teng le boning hore basali ha ba sekisetsoe? Ha li eo	(Basali ba una melemo e ts'oanang malebana le menyetla ea moruo, ho kenyeletsa le maano a muso a ho fana ka mesebetsi.	Bohle ba fua mosebetsi ka ho lekana	Ho be le meralo e khotlaetsan g kabo ea lisebelisoa ka ho lekana hore ba tsebe ho kenya letsoho ka kotloho litabeng tsa moruo.	Basali le banna ba be le lisebelisoa tse tla netefatsa hore ba kenya letsoho moruong	Council	June-august	
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? Ha lia etsoa	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.		Ho rupella sechaba ka mekhoha ea ho boloka tikoloho le ho sebelisa lintho tse lahlueng ho etsa lintho tse ncha Ho ba le	Tikoloho e hloekileng Sehaba se tsebang ho ikamahanya le lipheto ho tse teng tsa leholimo	Council Environment DMA	Selemo kaofela	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOAN G HO ETSOA	(FIHLELETSOENG SE	(KE BOMANG	(KA KARETSO EA NAKO	(LIKHAKANYO TSA LICHELETE
				maano le merero ho netefatsa hore tikoloho li bolokehile				
(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".	. (Naa banna le basali ba nka karolo ka ho lekana nah o etsa maano libaneg tsa moruo?		Ho khethoe komiti e tla ikarabella tlhokomelone ea tikoloho	Sechaba se nang le boikarabello litabeng tsa polokeho ea tikoloho	Council Sechaba Public health	Selemo kaofela	
(Ho kenyeletsa basali liporejekeng le likhoebo tse bolokang likoloho.	Naa hona le likhoebo tse bolokang tikoloho? +.0	Basali ba fumana menyetla e lekanang ha ho kenngoa ts'ebetsong maano a litaba tsa moruo.	Basali le banna nke karolo ka ho lekana polokehong ea tikoloho	Ho rupela basali ho kena khoebong ea ho sebelisa hape thepa e lahluloeng		Council Sechaba Environment	Selemo ho potoloha	
(Ho kenyeletsa lithoko tsa basali maamong a sa reroang le litabeng tsa likolouoa.	(Litaba tsa tekano li kenyeletsoa joang meralong ea likolouoa? Ho pholosa bana le bo mme pele le batho ba nang le bokooa	(Maano ke a fe a bebofaletsang basali boima ba ho etsa mesebetsi e mengata e fapaneng.		Rupela sechaba ka bohlokoa ba hore bo ntate ba kenyeletsoho tlhokomelone ea lelapa	Bo ntate ba be le kutluisiso ea bohlokoa ho nka karolo mesebetsing e sa pataloeng	Council Gender Sechaba		
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?	.(Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela linthla-kholo.						

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOAN G HO ETSOA	(FIHLELETSOENG SE	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAKANYO TSA LICHELETE
	(Naa hona le maano a teng a thusang hore basali ba be le menenyetla tabeng tsa mobu? A teng le molao o ba lumella hore ba ka abeloa mobu	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. Ha holoholo malebana le; Litokelo tsa metsi le thepa; Mobu		Khethollo ha a eo kabong ea mobu	Sechaba se be le kutluisiso hore basali ban a le tokelo ea ho abeloa mobu	Council Gender	Selemo kaofela	
Menyetla e lekanang ho basali litabeng tsa mobu.	Ke mofuta o fe o teng oa ho batla maikutlo malebana le ho rala bolulo? Lipitso ka mokhoa oa ho batla maikutlo.	. (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.	Melao e teng	K'hansele e rupele sechaba ka litokelo tsa bona malebana le kabo ea mobu Council e netefatsa hore tokelo ea ho fumana mobu ka ho lekana e ea phethahala	Mobu o tla fumaneha ho bohle ba o hlokang	Council LAA gender	Selemo ho pota	
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	Ke lits'ebeletso tsa mofuta o fe tse teng hape litjeo tsa tsona li joang? M 666,000 e	(Melao le maano: ho hlahloba maano le melao e bonts'ang haeba basali ba na le menyetla , matla le ho		Ho batla lichelete tse tla nolofatsa katamelo ea metsi	Sechaba se tla fumana metsi ka ho lekana.	Council Muso	June-August	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOAN G HO ETSOA	(FIHLELETSOENG SE	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAKANYO TSA LICHELETE
bobebe.	sebelisitsoe ho atametsa metsi karolong tse ling tsa lik'hansele hob a ha ea tseba ho fihla k'hansele kaofela	fumana molemo lintho tsa boipheliso. Ha holo malebana le litokelo tsa metsi le thepa.		metseng				
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? Ha li eo	(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.		Ho be le molao o tlamang muso hore litsebeletso li fihlehe ka bonolo sechabeng	Batho ba fumane litsebeletso tsa bophelo ka bobebe	Council Paramente		
HIV AND AIDS AND CARE WORK (HIV LE AIDS LE HLOKOMELO EA BAKULI METSENG								
Prevention(Thibelo								
(Ho ts'oara mats'olo a thibelo ea lefu lena.	(Naa mats'olo a hatella phapang ea matla pakeng tsa basali le banna? Ha a hatelle	Ho etsa meralo elang hloko litaba tsa tekano ele ho thibela ts'oaetsoe ncha.		Ho ruta sechaba ka tsoaetso ea HIV le AIDS	Sechaba se be le kutloisiso ka litaba tsa HIV le thlokomelo ea bakuli	Council Health	Selemo kaofela	
	a ho thibela ts'oaetso a hlakisa litla-morao tsa ho ba le baratuo a ba bangata ka nako e le ngoe? A teng			Ho fa bahlokomeli thepa e tla sireletsa maphelo a bona ha ba ntse ba oka bakuli Ho fana ka likhohlopo				

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG)	(PAPANISO KE E FE QALONG)	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO)	(SESUPO)	(SEO LOKELOAN G HO ETSOA)	(FIHLELETSOENG SE)	(KE BOMANG)	(KA KARETSO EA NAKO)	(LIKHAKANYO TSA LICHELETE)
				Ho rupela sechaba ka litloaelo le meetlo e behang maphelo tlokotsing				
	(Naa khohlopo ea basali ea fumaneha? Haeba e teng e fumanoa kae? Ha e fumanehe			Ho rupela sechaba ka bohlokoa ba ho fa basali kutloisiso ea bohlokoa ba ho sebelisa khohlopo ea basali ho rupela sechaba ka tsebeliso e nepahetseng ea khohlopo ea basali	Sechaba se ananelang tsebeliso ea likhohlopo tsa basali	Council Health	Selemo ho pota	
(Ho etsa bonnete ba hore melaetsa ea thoabalano ea batho ba fetang haholo ka limelo hape le ea hoba le baratuoa ba bangata ka nako e le ng'oe e teng le phoso .	Kh'ansele e kile ea nka karolo joang nakong e fetileng lets'olong la matsatsi a 16 a ho nena tthekefetso la Naa k'hansele e kile ea ketekela matsatsi aa e le ho nena litaba tsa tthekefetso	(Mananeo 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'oametso e holimo ea		Lipitso ho rupela sechaba kotsi ea litloaelo le meetlo e behang banana le basali tlokotsing. Mat'solo ho	Tthekefetso e fokotsehileng le tsoaetso bocha	Council Gender Health	Selemo ho pota	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOAN G HO ETSOA	(FIHLELETSOENG SE	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAKANYO TSA LICHELETE
	K'hansele ha e so nke karolo	HIV/AIDS.		ruta sechaba ka mefuta ea tthekefetso le litla morao tsa teng				
ts'oaetso ea HIV/AIDS e ka eketseha haholo ka lebaka la tthekefetso ka motabo.	(ho na le mats'olo a hlokomelisang sechaba kh'anseleng ba lebana le nyalano pakeng tsa tlekefetso le HIV le AIDS? Ha a eo	(Leseli ka lits'ebeletso malebana le mahlatsipa e fana ka botlallo malebana le ho hlahloba le ho hlokomela mahlasipa a hlekefetso ka motabo , ho tla kenyeletsa thibello ea mafu a thobalano.		K'hansele e be le bahlabolli Ho ruta sechaba le hoba tataisa ka methati eo ba tsoanetseng ho e nka ho fumana kalafo Ho atametsa lit'sebeletso ho batho metseng hore ba tsebe ho fumana lithuso kapele	Ho atametsa litsebeletso ho sechaba li fumanehe ka bobebe	Council CGPU Health	June-October	
(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	PEP e fumaneha ha bobebe litsing tsa bophelo? Haeba, ha ho joalo, ke litsing tsa bophelo tse kae moo li leng teng? Ha li fumanehe ka	. (Ho fumaneha ha bobebe ha PEP litsing tsa bophelo ho fokotsa ho fumana ts'oaetso.		K'hansele e boloke li record tsa tthekefetso Ho ruta sechaba ka	Litlhare tsa PEP li atametsoe sechabeng	Council Health	Selemo ho pota	

(SE BATLOANG HO Fihleloa/SE Fihleletsoeng)	(PAPAPISO KE E FE QALONG)	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO)	(SESUPO)	(SEO LOKELOAN G HO ETSOA)	(Fihleletsoeng SE)	(KE BOMANG)	(KA KARETSE EA NAKO)	(LIKHAANYO TSA LICHELETE)
ka mora hlekefetso ka motabo.	bobebe			PEP hore ba tsebe hore ho na le lithare tse joalo				
Care (Tlhokomelo)								
(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? Basali ba bangata ho feta banna	(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 kelello ho bahlokomeli ba ba kula le ho bona hore banna na kenya letsoho ho thusa batho ba phelang le ts'oahetso.		K'hansele e etse boikhathatso ba hore bahlokomeli ba khole chelete mme ba lefshoe ka nako		Council Health	May –July	
GENDER SPECIFIC PROGRAMMES (MANANEO A TEKANO)								
FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE POREJEKE - HO FELISA THLEKEFETSO								
Prevention(Thibelo)								
Ho Kenya letsoho ho tumellano ea tekeno ea SADC ea ho fokotsa tlhhekefetso ka halefo ka 2015.	Lipalo-palo li reng tsa litaba tsa tlhekefetso ka hara kh'anseleng?	Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithla-kholo.						
		(Katamello e kopanetsoe ke mafapha ohle, sepheo e le ho fokotsa tlhhekefetso ka halefo ka 2015.						
Public awareness campaigns								

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELoAN G HO ETSOA	(FIHLELETSOENG	SE (KE BOMANG	(KA KARETSO EA NAKO	(LIKHAANYO TSA LICHELETE
(Ho ruta sechaba fo felisa tlhhekefetso.	(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.		Lipitso ho ruta sechaba ka litaba tsa thlekefetso Boiponeso metseng; ho thehoe mahokela kappa likomiti tsa metseng tse sebatsanang le litaba tsa thlekefetso		Council Gender	Selemo ho potoloha Nako ea letsolo la 16 days	
		(Ho bona hore banna ba ea kenyeletsoa litabeng tsa tekano tse kang lithupelo.		Banna ba tsoareloe lithupelo le 'moka		Gender council		
Response ((Karabo								
(Ho etsa mesebetsi e thusang ho felisa GBV kh'anseleng	Ho na le mabone seterateng kh'anseleng? A teng	(Ts'ebesto e ntle ea maponesa, bachochisi, lekala la bophelo bo botle le lits'ebeletso tse ling malebana lelitaba tsa thlekefetso		K'hansele e ise li report tsa lithekefetso ho mekhahlelo e ikarabellang		Council	Selemo ho pota	
	Ho na le sepolesa kh'anseleng se tsebang ho sebetsana le taba tsa GBV hape na ho na le ntlo eo mahlatsipa a tlang litaba tsa oona moo	Lits'ebeletso tse kopantseng ho thusa mahlatsipa a hlekefetso (mananeo a sechaba a teng le lisebelisuoa a reretsoeng mahlatsipa a litaba tsa hlekefetso		Ho be le mohlabolli sebakeng sa mahlatsipa a		Council Social development	Selemo ho potoloha	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOAN G HO ETSOA	(FIHLELETSOENG SE	(KE BOMANG	(KA KARETSO EA NAKO	(LIKHAKANYO TSA LICHELETE
	a ka phothulohang, lepos a la mosali ele ho thusa basali ba bang? Sepolesa se teng sa GCPU le basali ba teng ba sebetsang ka lefapheng leo			thlekefetso				
		(Ho ba le lefapha la tlhlabollo, molao le la seponesa a sebetsanang le taba tsa hlekehetso		Council e etse hore ho be le mohlabolli ka hare ho eona		Council Social development	April-september	
Support (Thuso								
(Ho nts'etsa meralo ea ho thusa mahlatsipa a tlhekefetso	Ke libaka tse kae tsa ho thusa mahlatsipa kh'anseleng? Ha li eo	(Hana ke libaka tse kenyeletsang ho thusa mahlatsipa a hlekefetso	Ho be le setsi seo mahlatsipa fumunang set'sabelo ho sona, ho kenyeletsa moo bat la robala teng le hi fumana tlhabollo.	Ho theha setsi sa tlhabollo e le ho thusa mahlatsipa a tlhekefetso.	Mahlatsipa a be le moo ba t'sabelang teng ha ba kopana le tlhekefetso ba be ba fumane lit'sebeletso tsa mefuta eohle.	Muso o abe lichelete tse tla theha setsi sa mahlatsipa a tlhekefetso	March-April	
	(Ke litsi tse kae tsa tlhabollo tse teng ka hara kh'anseleng? Se seng							
	Ho na le lingoloa tse teng moo ba ka fumanang leseli hape ba li fumana joang? tlilinking		Lingoaloe li fanoa ke lekala la bophelo le makala a mang a nang le thahasello ea ho fetisa melaetsa		Sechaba se be le tsebo ka litokelo tsa bona haholo basali		Selemo ho pota	
Coordination								

(SE BATLOANG HO Fihleloa/SE Fihleletsoeng)	(PAPAISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOAN G HO ETSOA	(Fihleletsoeng SE	(KE BOMANG	(KA KARETISO EA NAKO	(LIKHAANYO TSA LICHELETE
(Khokahanyo								
(Ho bona hore mesebetsi e etsoang bakeng sa ho felisa tlikefetso e ea hokahanyoa	(Hona le komiti e sebetsang le taba ea GBV? E teng (Social service)	Katamelo e kopaneng ho mafapha ohle, sepheho e le ho fokotsa tlikefetso ka halefo ka 2015.	komiti e ikemetseng e sebetsanang le litaba tsa tekano le tlikefetso	Ho theha komiti e sebetsanang le litaba tsa tekano	Liketsahalo tsa tlikefetso li be boemong bo tlase le tlaleho ea tlikefetso e eketsehe. Sechaba se nang le tsebo ka litaba tsa tlikefetso le tlaleho e ngata ea liketsahalo tsa tlikefetso	Council Gender Police Social development	May-December	
Monitoring and evaluation	(Ts'alo morao							
(Ho bona hore ts'ebetso ka GBV e na le ts'alo morao		.(Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithla-kholo.						
Best practices (mekhoa e metle								
(Ho bonts'a mekhoe e metle ea ho sebetsana le GBV			Batho ba sebetsanang le litaba tsa tlikefetso ba fuoe lithupelo	Ho be le sithi se sebetsanang le hlabollo ea mahlatsipa a tlikefetso				
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	(Bonyane 50% ea basali ba litulong tse ka pele tsa ho etsa liqeto pusong le makaleng a ikemetseng.	Palo tse lekaneng tsa basebetsi	Ho khotlaetsa muso bohlokoa ba hoba le lipalo tse lekaneng tsa banna le basali pusong,tsam	Ho be le melao le maano a khotlaetsang palo tse lekaneng tsa banna le basali pusong.		Selemo ho pota	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG)	(PAPANISO KE E FE QALONG)	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO)	(SESUPO)	(SEO LOKELOAN G HO ETSOA)	(FIHLELETSOENG SE)	(KE BOMANG)	(KA KARETSO EA NAKO)	(LIKHAKANYO TSA LICHELETE)
	ea ts'ebetso Mehato – ho nkuoa palo tse lekanang ha ho hiroa			aisong le mesebetsing				
	(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.	Melao le maano a k'hansele	K'hansele e be e le melao le maano a ipapisitseng le melao ea naha	K'hansele e sebetse ka ho fa batho bohle menyetla e lekaneng ho sa tsotellehe boemo ba motho motseng.		Selemo ho pota	
Selection and recruitment (Khiro)								
Ho netefatsa hore basali ba hiroa ka ho lekana ka menyatla e tsoanang	(Ke moralo o joang ea k'hiri ka tekano o teng? Ho hiroa ka ho lekana 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? Ha lie eo	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.	Palo e holimo ea basali mosebetsing	Ho be le molao le maano a netefatsang hore basali ba fumana menyetla e lekanang.	Maano le melao e netefatsang hore basali le batho ba nang le bokooa ba fumana mosebetsi ntle le khethollo.	Council Sechaba	Selemo ho pota	
Na basali le banna ba pataloa ka ho tsoana? E		(Ho patala ka mokhoa o tsoanang ho basali le banna	Mokholo o lekanang	Molao o teng oa naha o khotalletsan g mokholo o lekanang. Council e	Ho ipapisa le melao e teng ea k'hiri	Council Labour	Selemo ho pota	

(SE BATLOANG HO Fihleloa/SE Fihleletsoeng)	(PAPAPISO KE E FE QALONG)	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO)	(SESUPO)	(SEO LOKELOAN G HO ETSOA)	(Fihleletsoeng SE)	(KE BOMANG)	(KA KARETSE EA NAKO)	(LIKHAANYO TSA LICHELETE)
				rupele sechaba ka litokelo tsa bona mosebetsing				
	Leano le reng ka litaba tsa ho ea setsoetse? Leano le tsoana le la naha	(Ho ba le melao e thibelang ho tebeloa ha basali ha ba ile setsoetse, ho le ho se hiroe ha ba le mmeleng.	Basali le banna ba ee setsoetse ka ho lekana	Ho be le molao o sireletsang mesebetsi ea batho ha ba ile setsoetse, le mekholo	K'hansele e sireletse litokelo tsa basebetsi ka ho rupela le beng ba likhoebo		Selemo ho pota	
Capacity building (Ntlafatso ea litsebo)								
(Ho bona hore lithupelo li ba teng ho ruta basebetsi le sechaba ka tekano	(lithupelo li fe tse 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.	Lithupelo tse tsoareloang sechaba nako le nako Maano a tataisang k'hansele	K'hansele e be le maano le mananeo a e tataisang ho ruta sechaba ka litaba tsa tekano.	Sechaba se nang le tsebo le kutloisiso ea litaba tsa tekano		Selemo ho pota	
Work conditions and environment (Maemo a mesebetsi)								
(Ho bona hore basali ba kenya letsoho mesebetsing ka kotloloho mesebetsing ka ho ba fa ts'ebetso hobane boikarabelo ba batsoali le bona bo tsoelapele bo le mahetleng a basali.	(ke litsebeletso li fe tse teng tsa tlhokomelo ea bana? Social Development le child helpline	Ho sireletsa litokelo tsa banna le basali ba batsoetse ha ba le setsoetse (e ka ba monna kapa mosali)	Melao e sireletsang batsoetse e le monna kapa mosali	K'hansele e be le melao le maano e tiisang litokelo tsa batsoetse mesebetsing	Ho rupeloe bahiri ka litokelo tsa batsoetse		Selemo kaofela	
	(Ho na le meralo le litukisetso? E teng ho netefatsa hore malapa a na le litsiane	.(Ho ba le liphuputso pele ho 2015 le ho ba le maano ho imolla mesebetsi a mengata ea basali	Meralo e teng	K'hansele e netefatse hore ho na le maano a khotlalletsan g bo ra likhoebo le	Ho rupeloe beng ba likhoebo ka bohlokoa ba mesebetsi e mengata ea basali. Ho rupeloe sechaba ka bohlokoa ba		April- August	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOAN G HO ETSOA	(FIHLELETSOENG SE	(KE BOMANG	(KA KARETSO EA NAKO	(LIKHAKANYO TSA LICHELETE
				makala ka ho fapana ba fumana t'sebetso	mesebetsi e fapanaeng e mengata ea basali.			
	Ho na le likonyana? Li teng		Palo ea likonyana tse teng	Maano le meralo ea ho khothaletsa likonyana ho bula likolo nako e telele				
(Ho sebetsana le litaba tsa hlekefetso ka motabo kh'anseleng	(Na ho na le maano a melebana le tthekefetso ka motabo? E teng	(Ho ba le melao, maano, mananeo a thibelang tthekefetso ka motabo le ho ahlola bahlekefetsi	Palo e tlase ea liketsahalo tsa tthekefetso. Palo e holimo ea litlaleho tsa tthekefetso	Ho be le lithupelo le lipitso ho reta sechaba ka molao oa litlolo tsa thobalono oa 2003	Lithupelo tsa sechaba e le ho ba ruta ka litla-morao tsa mofuta ona oa tthekefetso		Selemo ho pota Let'solo ka 16 days	
	(Ho na le mekhoe ea tšireletso ha joale?? E teng		Likahlolo tsa tlolo ea molao oa mofuta ona le litlaleho tse ngata tsa tthekefetso.	Mahokela a eketsehe k'hanseleng mle metseng.	K'hansele e be le matla a ho tsoara nyeoe tsa litlolo tsa molao tse nyane. K'hansele e be le melaoana ea eona malebana le litlolo tsa molao oa mofuta ona.		June-November	
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 tšebetso ea baokameli	Has any work been done in the establishment of structures? (na ho se ho theuo mafapha a	(Ho theha le ho matlafatsa litaba tsa tekano e le ho kenyeletsa litaba tsa	Mafapha a sebetsang litaba tsa tekano	Ho theha mokhatlo/ko miti e sebetsanang le taba tsa tekano	Sechaba se rupeloe ka litaba tsa tekano. Ho bokella lichelete tse tla netefatsa ho theha lefapha la litaba		Selemo ho pota	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOAN G HO ETSOA	(FIHLELETSOENG SE	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAKANYO TSA LICHELETE
.	sebetsang le tekano? Ha a eo	tekano mererong le meralong			tša tekano Sechaba se tsebang litaba tša tekano le ho hlompha litaba tša tekano.			
	(Ho hiriloe setsebi sa tekano? Ha se eo setsebi		Setsebi se teng sa litaba tša tekano. Sechaba se tsebang litaba tša tekano le ho li utloisisa.	Ho rupela komiti ea litaba tša tekano hore ba tsebe ho ba le litsebi tša tekano.	Muso o be le kutloisiso ea litaba tša tekano hore k'hansele e tle e tsebe ho ba le tsehetso e phethahetseng.	Council Gender paramente	October	
Budget, monitoring and evaluation (Moralo oa chelete le ts'alo morao								
(Boitlathhobo molemong oa hore ho be le ts'alo morao le ho bona hore tekano ea fihleleha	Ho na le lipalo-palo ka botona le bots'ehali? Lipalo-palo tseo lia sebelisoa? Li teng li bile lia sebelisoa	(Ho netefatsa hore tekano e ea kenyeletsoa maamong ohle a meralo ea chelete le ts'alo morao e ea phethahala		Karolo ea lichelete tša k'hansele li beheloe ka thoko hore lit le li sebetse litaba tša tekano.	Sechaba se rupeloe ka bohlokoa baho bokella lipalo palo tša sechaba.		June-September	
(Ho bona hore lisebelisoa li teng ho tla sebetsana le taba tša tekano	(Na ho na le meralo ea chelete ho bona hore tekano e teng? Ha e eo	(Ho netefatsa hore mereralo ea chelete ea naha le metseng e eelloa lithloko tša basali le banna; le patlisiso ea ts'ebeliso ea lichelete ho bonts'a hore na li sebelisoa li fanoe joang banna le basali						
	Na basali le banna		Banna le	Moralo oa	Paramente e fumane	Council	September-	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	(PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOAN G HO ETSOA	(FIHLELETSOENG	(SE BOMANG	(KA KARETSO EA NAKO	(LIKHAKANYO TSA LICHELETE
	ba una melemo e ts'oanang meralong ea chelete? E		basali ba unang molemo ka ho lekana tsebelisong ea chelete	lichelete o kenyeletse litaba tsa tekano	lithupelo e le hore ba utloisise bohlokoa ba boteng ba litaba tsa tekano meralong le mererong.	Gender Paramente	December	

Annex C: Evaluation form

Date: 27-29 March 2012
Venue: Tsana-Talana Council

	SCORE OUT OF TEN
1. PROGRAMME DESIGN	88%
2. PROGRAMME CONTENT	93%
3. DOCUMENTATION	90%
4. FACILITATION	94%
5. GROUP WORK	92%
6. OUTPUTS	86%
7. OUTCOMES AND FOLLOW UP PLANS	86%
8. LEARNING OPPORTUNITY	95%
9. NETWORKING OPPORTUNITY	95%
10. ADMINISTRATIVE ARRANGEMENTS	98%
11. OVERALL	92%