

SEATE COMMUNITY COUNCIL STAGE TWO REPORT

Date: 12/06/13

Place: Seate Community Council

District: Mokhotlong

SITUATIONAL ANALYSIS

Name of municipality: Why does this municipality have an interest in developing a gender policy?	The council has just joined COE and has interest in mainstreaming gender in their activities and want to develop their gender action plan.
Strengths	The relationship between the council and the district gender officer will make it easy for the council to do the work efficiently as they will have all the support from the gender officer and the commitment from all councillors.
Challenges	The council is found in the rural area of Mokhotlong and some service delivery is a challenge especially budget lines as gender issue is not their mandate and most of the decisions are taken at the district level.

Results of gender score card

Area assessed	Score Council	Score GL	Agreed score
Policy framework	3	2	3
Governance	8	8	8
Gender specific programmes	2	2	2
Mainstreaming gender into existing programmes	7	5	5
Employment practises and environment	10	8	8
Gender management system	1	1	1
Overall	31	25	27

KEY QUESTIONS TO BE ASKED DURING THE SITUATION ANALYSIS

POLICY FRAMEWORK

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

Seate community council is aware of the national commitment that Lesotho has made especially the SADC gender protocol and the National gender Policy.

- ✓ Is there a gender policy in the council and it is implemented? (Get a copy of this policy)
The council do not have gender policy developed however, the council still do their activities basing themselves on the national gender policy as they have not drafted theirs.

GOVERNANCE

Representation

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

There are more or less equal number of women and men councillors in the council

- ✓ Are there equal numbers of women and men in decision-making positions in council, **Finance and planning committee is chaired by a man**

Land committee chaired by a man

Social services committee chaired by a woman

Committee	Chair
Finance and planning	Woman
Land	Man
Social services	Woman

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

There is a gender balance on all community committee including number of councillors.

Participation

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

Both women and men participate equally in the council meeting and women influence decisions that are taken by the council.

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

Women do have influence on decisions that taken by the council for example One woman council raised in the council that it would be very helpful if they council should maintain the road from the bus stop to the clinic so that nurses and community should not struggle when going to the clinic. The council agreed and the road was build, now people are not struggling when going to the clinic.

Public participation

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

Women and men participate equally at the public meetings, but it differs from village to village

In some cases women participate more at the following meetings; Aids, HIV/AIDS

While men participate more; grazing management,

PLANNING

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

Planning and service delivery do not target gender issues but rather meet the needs of the people as they are identified.

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

Seate council does not have strategic objectives, however they do their activities basing on the Ministry of Local government strategic objectives.

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

Information is collected from both women and men about their constraints, opportunities and incentives.

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

Plans just include needs as collected from the people, nothing specific to gender.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

Local economic development

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

The council has a plan that shows the place they have that will be maintained and be available for women and men to sell their stuff.

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

The council does not have informal trading facilities.

Procurement

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

The council does not deal with contracts at its level as all big contracts are being dealt at the districts, but both women and men benefit equally from small hobs created by the council.

Housing

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

Lists of people given title deeds are kept but not sex disaggregated.

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

The council has been holding awareness campaigns for women as to teach them that they can now get land as per the Land Act of 2012. Women are now applying for land and title deeds.

Utilities

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

The council does not have such data available in the council.

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

**There are women water minders and most committee chaired by women
These women are in a position to choose where the taps or bore holes can be as to help other women not to travel long distances to fetch so me water**

Transport

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

The council does not deal with transport issues.

Health

- ✓ Are health facilities easily accessible to women? (E.g. what is the average distance that a woman has to travel to get to the closest clinic?)
There are few health centres, but they are far and not accessible to most people as they have to travel long distances.
- ✓ Does the council keep sex disaggregated data on HIV and AIDS? (Check this data, is it disaggregated, what do these statistics tell you?)
The council does not have gender aware HIV/AIDS that is implemented and monitored, but the council through its members working with community support groups, data is not available.
- ✓ Is there a gender aware HIV and AIDS public education and awareness campaign? (Look at the campaign materials and messaging)
There is no written gender aware HIV/AIDS public education and awareness campaign, but the council made it a point that all councillors talk about HIV/AIDS in all their public gatherings and all councillors
- ✓ Is PEP available at all health facilities and there are information campaigns surrounding this? (Visit a clinic to check this)

Not all councillors know about the PEP which means more education needs to be done and campaigns

Environmental health

- ✓ Are women consulted in the management of waste? (How does this happen, get copies of meeting minutes etc.?)
No waste management activities are conducted in the council.
- ✓ Do women and men benefit equally from business opportunities in this sector? (Request examples of this)
Small jobs created by the council both women and men benefit equally.

HIV and AIDS and care work

- ✓ Does the Council have a gender aware HIV and AIDS policy and programme?
No, the council does not have the written policy and programmes on HIV and AIDS awareness, but it does support people living with HIV/AIDS and affected families
- ✓ Does this cover prevention, treatment and care?
Yes.
- ✓ Do prevention messages include the importance of equal power relations between women and men?
Yes. Prevention messages include the importance of equal power relations.
- ✓ Do prevention messages cover cross generational sex and its impact in increasing the incidence of AIDS among young women?
Yes. Especially most young girls are so much in to older men
- ✓ Do prevention messages cover the effects of multiple concurrent partners? Are men encouraged to change their behaviour?
Yes. Prevention messages cover the effects of multiple concurrent partners.
- ✓ Is the Council involved in promoting Voluntary Counselling and testing? Are men encouraged to go for testing?
The council is working very hard to encourage people to go for voluntary counselling especially men as they are the ones still reluctant to go for testing.
- ✓ Do women and men access treatment equally? Are men encouraged to go for treatment?

Treatment is accessible and for free for all men and women equally. All are also encouraged to go for treatment although most men are very reluctant visit health centres.

- ✓ In what ways does the Council support, or could it support care givers?
The council has agreed that all councillors should be members of the support groups and the council is also working with other organisation who can assist with first Aid kit.
- ✓ Are men encouraged to be involved in care work?
Yes, and all men members of councillors are support group's members.

Climate change and sustainable development

- ✓ Is the Council aware of climate change and its effects?
Yes
- ✓ What measures is the Council taking to mitigate against these?
The council has been working with Ministry forestry to plant trees, management of grazing and prevention soil erosion.
- ✓ Are these measures gender aware? Do they take account of the different impact of climate change on women and men and ways in which both can be involved in promoting sustainable development?
Although not specific, they do take care of gender issues.

Social development

- ✓ Does the council keep sex and age disaggregated data on the use of existing facilities, e.g. retirement centres, community centres, libraries and Women, girls, men and boys benefit equally from budget allocations for sports and recreation facilities? (Request to see this data – what does it tell you?)
No.

GENDER SPECIFIC PROGRAMMES

- ✓ Is the council is involved in gender-specific programmes? (eg. educate, GBV programmes etc.)
No, the council has not participated any of the gender specific programmes.

Educate

- ✓ Has there has been an assessment of the need for child care facilities? (Request a copy of this assessment).
No.

Gender based violence (GBV) flagship

- ✓ Does the council have an action plan and budget for addressing GBV. Has this has been mainstreamed into planning processes? (Request a copy of the plan and budget, how much has been allocated to GBV?)
No.

Prevention

- ✓ Has a safety audit been conducted to ascertain whether the city/town/ village is a safe place for women, i.e. To walk around safely at night and in the day? (Get a copy of this audit, what does it tell you about the safety of women in the city/town/ village)
No...safety audit has not been done as yet
- ✓ Is there is sufficient lighting on streets and in public spaces and all streets are named clearly? (During your situation analysis you could check these).
This is very rural community area and there are no such things in this area.

- ✓ Is public transport is safe for women and children.
Transport is a challenge in this council due to poor roads; however, the available transport is safe for women and children.

Public awareness campaigns

- ✓ Does the council participate in campaigns to raise awareness on gender based violence (GBV), such as the Sixteen days of activism? (Get evidence of previous participation in campaigns)
No. The council has not participated in the awareness as yet.

Response and coordination

- ✓ Does the council have up to date crime statistics disaggregated by sex? (Interrogate these statistics, what do they tell you about the safety of women in the city/town/village)
The council does not keep the statistics of crime as all those statistics are only available at the police stations.
- ✓ Is there is a good working relationship between the police and community, especially women? Are women are adequately represented in community policing forums? (Interview the police regarding this, get copies of the names of people on the community policing forums)
There is a good relationship between people and police especially women, however this differs from villages and most women are well represented in the community policing forums.
- ✓ Are the Police and justice service providers given training on how to handle cases of gender based violence (GBV)? (How often does this training happen, how many have been trained etc?)
Yes.

Support

- ✓ Has the council has established or does it support victim support/ empowerment programmes (VEP), including places of safety and day care centres? (Get a list/ database of these places).
No.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

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

CATEGORY	No of women	%	No of men	%
Top management	2	80%	1	10%
Senior Management	0	0	2	80%
Professional	0	0	0	0
Secretarial/ clerical	4	75	1	25

- ✓ How many women and men are currently employed in each job and grade?
At the moment only one post is held by one person.

- ✓ Does the pattern of male and female employment indicate there are areas of 'women's work' and of 'men's work'?

The pattern is not indicative except that cleaner is a woman and guard is a man

- ✓ Why do divisions exist, if they do? Is it because of the work involved? Is it because of tradition? Is it because of low pay?

The divisions that exist is because of the nature of work to be done.

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

No.

Capacity building

- ✓ Is diversity and gender training provided for both women and men in the council, at all levels and is done in a systematic way? (Get a copy of the training conducted by the council from the HR dept.)

No gender training has been conducted in the council before.

Career pathing

- ✓ Are women and men are given equal opportunity for growth within the council and have equal access to training and promotion opportunities? (Interrogate HR records, how many women have been promoted into senior positions; are there special training or mentor programmes?)

Yes, all are given equal opportunities for training; however, no promotions have been given to people and all these are being done at the national level.

Working conditions and environment

- ✓ Does the council provide equal benefits for women and men, including maternity and paternity leave? (Get the HR policy that regulates this)

Women are provided with three months maternity leave but men are not provided with any paternity leave.

- ✓ Is there a sexual harassment policy that is enforced? (Get a copy of the policy. Request stats on sexual harassment cases and how these have been dealt with and resolved)

The council does not have its own sexual harassment policy but uses the national policy as a guiding tool to deal with such cases. At the moment there has not been a case of sexual harassment reported in the council.

GENDER MANAGEMENT SYSTEM

Gender structures

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

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

- ✓ Is gender is written into the job descriptions and performance agreements of managers and key functionaries? (get copies of these job descriptions and performance agreements)

No.

Budgets

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

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

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

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

Monitoring and evaluation

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

No.

Political profile and champion

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

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