

REPORT
CENTRES OF EXCELLENCE STAGE FIVE WORKSHOP
LESOTHO

COUNCIL: TS'A LE MOLEKA COMMUNITY COUNCIL



DISTRICT: BOTHA-BOTHE
DATES: 4 – 7 MARCH 2013
VENUE: TS'A LE MOLEKA COMMUNITY COUNCIL OFFICES



Tsa-le-Moleka council members



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Executive summary

The report is about the training workshop that was held at Ts'a Le Moleka Community Council in the district of Botha-Bothe. Stage Five from the COE Training manual was done together with Stage 4 during the period of 4 days, from 4th to 7th March 2013; as such some of the Programme activities such as introductions done in stage four are taken to have been covered in both stages. However the real Action Plan was partly done due to time constraint and it was agreed that the completion of the Action Plan will be done some other time. The new COE training manual on gender mainstreaming in local government was used as a guide throughout the training.

Background

The Ts'a Le Moleka Community Council is situated at 10-15km north of the Botha-Bothe town. It is the second one of the COE councils in Botha-Bothe District. The council had successfully gone through stages one to four. The number of councillors who attended the workshop was 18. There were 9 women and 9 men – see **Annex B** for a detailed participants list. All the sub topics in stage five were facilitated by Principal District Gender Officer Botha-Bothe – see **Annex A** for a detailed Programme. Facilitation was done using both the English and the Sesotho manuals; exclusively the Sesotho manual for the councillors.

The councillors did an evaluation of the workshop at the end of day three where a detailed assessment of the process was given at **Annex D**.

Objectives

The objectives of the work shop were the following;

- To progress from foundation gender concepts to gender planning concepts.
- To identify key gender issues in all the work of local government.
- To build knowledge and skills in key sector areas such as local government 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 local level.

Process and activities

The new COE Sesotho training manual on gender mainstreaming in local government was used as a guide throughout the training workshop. The councillors were introduced to the different modules and how they interrelate with other modules in other stages they had dealt with.

Gender planning concepts

The first module in Stage 5 is Gender Planning Concepts. Participants were divided into groups to differentiate practical and strategic gender needs. Participants were urged not to use their manuals in doing that exercise. After reporting back on group works, a detailed analysis and explanation of the table discussing the difference between the two needs was made. In line with

the whole process of COEs, the concept of gender mainstreaming was explained in detail with an illustration of a big river (mainstream) that is filled/ made up with other smaller streams.

In addition, the participants also learnt to distinguish gender blind policies and gender aware policies after which they were able to give examples of such policies. Under gender disaggregated data, participants did an exercise on "pulling out the gender statistics". At the end of the exercise the participants were able to identify data that is not gender disaggregated against the one that is gender disaggregated. They were also shown how important the gender disaggregated data can be used in their daily business as they can be able to deliver adequate services based on this kind of data. As in line with the SADC protocol Gender Budgeting was also pointed out important within the community council so that resources are distributed accordingly.

Gender and the economy

The module was first started by reading out the provision under the Protocol. This was followed by doing an exercise on "the lie of the land", this was done in conjunction with the exercise on the "job description of a house wife." The councillors were then asked to analyze the two and give their opinions. This was followed by an extensive debate some of the participants especially men were of the opinion that what the women were doing in "the lie of the land" exercise and job description of a house wife cannot be called work according to what they understand as work whilst some contented that was work. At the end after numerous examples and explanation, all conceded that what the women do is work and that can also be said it is contribution to the economy. The module was completed by reading the fact sheet on Gender and the economy.

Making Care Work Count in Local Government

The participants were asked to read out the provision of the Protocol and say how the provision is relevant to their council. After giving different examples, participants were referred to the table leaflet from the 2011 barometer specifically eyeing Lesotho's status, they were also asked to give their opinion in that regard. A general question about who takes care of people infected by HIV and AIDs was asked. They gave out different groups of people and acknowledged that in those groups of people women predominate. This was followed by reading the case study on Swaziland and Mozambique and definition of terms. Next topic was men and care work. It was first started out by asking the participants about the importance of men being involved in care work if any. After discussing different reasons as to the importance of involving men in care work participants read the stories on "care work helps to define a new kind of manhood" and then proceeded to answer questions following thereafter.

Gender and Local Economic Development

The module began by one participant reading out the Protocol provisions, there after the participants were asked to do the exercise on "the wake up model". These were followed by intensive discussions on the importance of Local economic development and how best this can be done within Ts'a Le Moleka community council. However, they pointed out many hiccups in regard to this including budget allocation from the Ministry headquarters to District Council then to community council itself. The next topic was barriers to women's economic development. Participants were asked about the importance of participation of women in the economy. The participants were able to link this topic to the module on Gender and the economy. After this the

participants were asked to read a case study from Namibia and answer the following questions. They were afterwards asked to relate the case study to their council. They mentioned that amongst others women are the primary caregivers in their families as thus they have no enough time to engage in in the local economy due to their multiple roles. They also pointed that for a rural woman it is very difficult to source out expertise to start small business even if such a woman has a desire and lack of support from family and the community at large is another barrier. After this the participants were asked to fill out the table on SADC Gender Protocol Targets to be achieved by 2015 and what the council can do.

Gender; Climate Change and Sustainable Development

The participants were asked their understanding about climate change and whether there is any noticeable change in the seasons and weather patterns. After discussing the aforementioned questions an insert on definition was explained. Some participants appeared to be much informed about the term climate change and subsequent effects thereof. They were asked to fill out in groups the table exercise on example of climate change occurrence and the cause. After group presentations the participants were asked about their understanding of the term sustainable development and the link between climate change. After discussing the link between the two, the participants proceeded to read the fact sheet on climate change and sustainable development. This was followed by the facilitator explaining the table on Africa's vulnerability and Climate change in Southern Africa. The next topic to be discussed under the module was the gender dimensions of climate change. The participants were first asked which people they think they feel the effects of climate change more. After giving an unanimous answer that it affects both men and women the same, the participants were asked to read out the article on climate change as a gender issue and fill out the following table in groups. After giving group feedbacks; a fact sheet was read out and further explained in detail what it means. Participants were convinced at the end that women are the most hit by the effects of climate change, they acknowledged that this was amongst others because of women's social roles and responsibilities. The next topic was addressing climate change. Participants were asked what they and the council could do address issues of climate change. They mentioned that it was important to preserve bog areas because rain is not predictable anymore and when it rains it floods meaning there is no water retention in the soil so in preserving bog areas this will guarantee water availability in times of draught. And also that it is important not cut down trees without making an effort to plant others for the one cut as trees are going to help combat greenhouse gases.

Gender Based Violence

The participants were asked to read out the Protocol provisions. After which they were asked the understanding of the term gender based violence. After hearing different answer from the participants the facilitator explained in details issues surrounding GBV; from the definition, forms, causes and prevention. The participants were asked about their knowledge with regard to the 16 days of Activism against GBV. After giving multiple explanation participants were asked to do the exercise on GBV as a key service delivery issues. Human Trafficking was also pointed out as one form of GBV that is taking its toll especially around villages that are nearby Mohokare River. On this module they deliberated more by giving examples of GBV cases they have undergone or seen and how such cases were handled. It all became clear as they gave examples that some cases are not mishandled. The Councillors pleaded that the CGPU be present in the next workshop to present on how they handle GBV cases as the public complain that the services are not

satisfactory. Some of the participants promised to invite the PDGO to their villages/areas to do more public awareness campaigns.

Outcomes

The participants were much more learnt about gender issues and how to engage them in the day to day running of their offices. They were now aware of how to engage the Centre of Excellence programme.

Conclusion

Time constraint made it difficult to run through the manual touching all examples in the manual as such some examples was skipped. Some participants stayed far from the council which made it difficult to start on time and adjourn on the agreed time 1500hrs. Some would have to leave immediately after lunch as they said that the taxis would leave them. Amidst all these the facilitator managed to cover all the relevant topics in the selected modules and it can be safely concluded that all the objectives of the workshop were attained. The next Stage, Action Planning was partially done. The Chairperson indicated that the councillors are well in the position to proceed to the next steps and they are also looking forward to such. They acknowledge that it is going to be a challenging task to effectively advance COE objectives but they are going to give it their best together with officers of the council.

Way forward

There will be a follow up workshop to finish off the development of Ts'a Le Moleka Community Council Action Plan and subsequently the adoption of the action plan and the signing of the statement of commitment.

Annexes

Annex A: Programme

DAY/TIME	ACTIVITY	TIME	WHO
9:00-9:05	Registration	5 min	SSRO
9:05-9:10	Opening prayer and welcome remarks	5min	PARTICIPANT
9:10-9:30	Recap of (stage four 1 day workshop) Objectives	20min	PARTICIPANTS PDGO
GENDER PLANNING CONCEPTS			
9:30- 10: 00 10:00- 10:15 10:15- 10:30 10:30- 10: 40 10:40- 11: 00	Practical and strategic gender needs Group work and feed back Gender mainstreaming Gender blind and gender aware policies Gender disaggregated data	30min 15 min 15 min 10min 20 min	PDGO Participants
11:0-11:30	Tea break	30 min	
Gender and the Economy			
11:30-12:15	Unwaged work of women	45 min	PDGO
Making care work count in Local Government			
12:15-13:00	Making the links with unwaged work of women	45min	PDGO
13:00-13:45	Men and carework	45 min	
14:00	Closure		

DAY/TIME	ACTIVITY	TIME	WHO
9:00-9:15	Registration	15 min	SSRO
9:15-9:30	Recap	5min	PARTICIPANT
Gender and Local Economic Development			
9:30- 11: 00	Gender and Local economic development Strategies for local economic development	1hr30min	PDGO
11:11-11:30	Tea break	30 min	
Gender, Climate Change and Sustainable Development			
11:30-13:30	Definitions /background Impact of climate change on gender	2 hours	PDGO
14:00	Closure		

DAY/TIME	ACTIVITY	TIME	WHO
9:00-9:15	Registration	15 min	SSRO

9:15-9:20	Opening prayer	5min	PARTICIPANT
9:20-10:00	Recap	20min	PARTICIPANTS
Gender Based Violence			
10:00- 11: 00	Key GBV provisions in the SADC Protocol on gender and development	1 hour	PDGO
11:0-11:30	Tea break	30 min	
11:30-12:30	Work on GBV continues	1 hour	PDGO
12:30-13:45	Filling out of Evaluation forms and closing	1hr15min	PDGO

Annex B: Participants list

NAMES	SEX	DESIGNATION	COUNCIL	CONTACTS	VILLAGE
Macheli Taole	M	Chairperson	Ts'a-Le-Moleka	58499745	Ha Selomo
Tšepo Lesala	M	Coucillor	Ts'a-Le-Moleka	-	Damaseka
Motlatsi Masiu	M	Councillor	Ts'a-Le-Moleka	59605128	Manamela
Sephoso Mohanoe	M	Councillor	Ts'a-Le-Moleka	58088601	Likhahleng
Khotso Setene	M	Councillor	Ts'a-Le-Moleka	59477567	Ha Mohalenyane
Lerotha C. Moloji	M	Councillor	Ts'a-Le-Moleka	59167116	Serutle
Matona Chitja	M	Councillor	Ts'a-Le-Moleka	57184644	Sekubu
Hlokoa Phakoe	M	Councillor	Ts'a-Le-Moleka	57198208	Ha Sebophe
Tankiso Majorobela	M	Councillor	Ts'a-Le-Moleka	57241684	Sekubu
'Mamohlakala Mots'oene	F	Councillor	Ts'a-Le-Moleka	63793683	Ha Leboea
'Mapenkula Monyooe	F	Councillor	Ts'a-Le-Moleka	58469932	Manamela
'Mamolebatsi Thokoa	F	Councillor	Ts'a-Le-Moleka	57241684	Linakeng
'Malebohang Motseki	F	Councillor	Ts'a-Le-Moleka	59223622	Ha Molafo
'Mamoliehi Mathabela	F	Chief	Ts'a-Le-Moleka	57480596	Maloseng
'Maseela Koetle	F	Councillor	Ts'a-Le-Moleka	58660611	Qalo
'Matlthonofatso Lengoena	F	Councillor	Ts'a-Le-Moleka	57424935	Ha Selomo
'Matlomoko Mpaki	F	Councillor	Ts'a-Le-Moleka	57278014	Ha Mohlanka
'Maliako Selomo	F	Chief	Ts'a-Le-Moleka	57146513	Ha Leboela

Gender disaggregation

Participants	Male	Female
18	9	9
100%	50%	50%

Annex C: Action Plan-Tsa-Le-Moleka Council

MORALO OA TS'A-LE-MOLEKA

Libaka tse tlamehang ho tlatsoa:

- **Hobaneng** – sepheo ke se fe; ho qaloa kae, araba lipotso?
- **Se ka etsoang** – ho hlokahala hore ho etsoeng ho fihlela pehelo?
- **Ke mang** –ke lefapha kapa ofisi e feng e nkang boikarabello ts'ebetsong?
- **Neng** – ts'ebetso ee e ka nka nako e kae?
- **Likhakanyo tsa chelete** – ke chelete e kae e hlokahalang hore tsebetso ee e fele?

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETSO	LIKHAKANYO TSA LICHELETE
GENDER POLICY FRAMEWORK								
Ho matlafatsa tsebo malebana le maano le boitlamo bo naha e bo entseng haholo leano la litaba tsa tekano le nts'etso-pele le maano a mang a litaba tsa tekano ka hare ho naha.	Ha joale batho ba ea tseba empa ha bale utloisisi	Laws and policies are accompanied by public awareness campaigns to demonstrate link between equal representation participation of men and women to democracy, good governance and citizen participation.	•batho ba tlatseba ka litaba tsa tekano •ba tla bua ka litaba tsa tekano le ho liphela	•Ho tsoara lipitso metseng •ho tsoarela baetapele lithupelo eg marena,litichere •ho sebelisa media •ho etsa lingoloang eg pamphlet		•licouncil •Lekala la Gender •CGPU •MOSD •ADP	•April-May 2013 •Jun-Jul 2014	-Transport M10 000.00 -Food M9800.00

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETSO	LIKHAKANYO TSA LICHELETE
Ho netefatsa hore ho na le leano la litaba sa tekano lekhotleng le hore le kengoa tsebetsong	Haleo.	Laws and policies put in place to enable women to have equal opportunities with men to participate	Ho beea tsebetso leano.	Lekhotla le tla e tsa leano.		council	June 2014	-Transport M3 600.00 -Food M5400.00
Litaba tsa tekano li fuoa maemo a holimo ka hara lekhotla le hore ho na le mothusi oa lekhotla ho ntsetsa litaba tsena pele	Ha ho joalo.		Leano la tekano	Lekhotla le tlameha ho beea leano tsebetsong ha se le leteng		council	August 2013	<i>Thupelo-boroko Lijo Transport = M90,000.00</i>
PUSO								
Kemeli								
Ho nyolla kemeli ea basali likhethong tsa puso ea libaka ho fihlela pehelo ea 50 ka selemo sa 2015.	Re fihletse 50percent	At least fifty percent of decision-making positions in public and private sectors are held by women; affirmative action measures in effect.	Lipalo tsa bomme lit la ba holimo	•Ho tsoara lipitso, ho hlokomelisa sechaba bohlokoa ba bomme ka hara puso ea libaka. •Ho etela mekhatlo.		Council and Gender departmnt	Nako eohle ha re tsoere lipitso	<i>Letho</i>
Ho netefatsa hore basali ba emetsoe ka ho lekana le banna maemong a	25% ke bomme	Policies, strategies, and programmes for building capacity of women to participate	Bomme batla emeloa ka lipalo tse holimo	•Ho phahamisa kemeli ea bomme keta-peleng		council	Nako etlang	<i>Letho</i>

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETSO	LIKHAKANYO TSA LICHELETE
ketsa qeto ka hara lekhotla		effectively through leadership and gender sensitivity training and mentoring.						
Ho ruta sechaba le ho anetsa tsebo ka bohlokoa ba boteng ba basali pusong, le makhotleng a puso ea libkaka.	A bile teng	Legislative measures and public awareness campaigns to emphasise that women's representation and participation are an important component of democracy and good governance.	Basali bat la emeloa ka lipalo tse ngata pusong le makhotleng a puso ea libaka	Ho tsoela pele ho ntlafatsa boemo ba kemeli ea basali		•IEC •TRC •FIDA •WLSA	Nako Eohle	Letho
Political participation								
Ho eketsa kemeli ea basali pusong ka ha maikutlo a bona a sa eloe hloko ka mehla.	Mekhatlong eohle ba emetsoe haholo	Policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	Re tla bona bomme ba bangata boiketong	Ba matlafatsoe litsebong haholo boeta- peleng		•IEC •FIDA •WLSA	Nako Eohle	Lithupelo M50,000.00
	Lik'ocas li bile teng ka TRC		Re tla bona bomme ba bangata boiketong	Ho tsoeloe pele hoba hokahanya le mekhotlo e meng eg FIDA, WLSA		•COUNCIL •FIDA •WLSA	Ha nne ka selemo	M20,000.00
Ho matlafatsa banna le basali ho bona hore tekano e teng.	Ee	Policies, strategies and programmes for building the capacity of women to participate effectively through	Bomme le bontate batla matlafala tsebong	Ho tsoeloe pele le ho hokahana le mekhatlo e meng		•COUNCIL •FIDA •WLSA		
	TRC- TEKANO							

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETSO	LIKHAKANYO TSA LICHELETE
		leadership and gender sensitivity training and mentoring.						
Ho matlafatsa banna litabeng tsa tekano le tsehetso ea bona ho basali.	Ha esobe teng	Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	Ba tla tsehetsa basali litabeng tsa tekano	Ke hore banna ba tsoareloe thupelo e buoang ka litaba tsa tekano		•Gender •NGOs	Nako Eohle	M40,000.00 ka selemo
	Chee		Ba tla tsehetsa basali litabeng tsa tekano	Ke hore banna ba tsoareloe thupelo e buoang ka litaba tsa tekano		•Gender •NGOs	Nako Eohle	M40,000.00 ka selemo
Public participation								
Ho netefatsa hore banna le basali ba nka karolo ka ho lekana pusong ea libaka le litabeng tsa sechaba.	Palo ea bomme e holimo likomiti hofeta bontate	At least 50 percent of decision-making positions in public and private sectors are held by women; affirmative action measures in effect.	Ba tlatla ka lipalo tse ngata ba nke karolo likomiting	Bontate ba khothaletsoe ho nka karolo		•Council •NGOs •TRC •Gender	Nako Eohle	Letho
	Bomme ba bangata hofeta bontate lipitsong	Women and men participate equally in all governance structures.	Ba tlatla ka lipalo tse ngata ba nke karolo likomiting	Bontate ba khothaletsoe ho nka karolo		•Council •NGOs •TRC •Gender	Nako Eohle	Letho
	Chee	Ensure the inclusion of men in all gender related activities, including gender training and	Ba tla tsehetsa basali litabeng tsa tekano	Ke hore banna ba tsoareloe thupelo e buoang ka litaba tsa tekano		•NGOs •TRC •Gender	Ha nne ka selemo	Thupelo = M10,000.00 ka selemo

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETSO	LIKHAKANYO TSA LICHELETE
		community mobilisation.						
MORALO								
To ensure that targeted planning and service delivery takes place in the council women are consulted equally in policy-making processes.	Chee		Bontate le bomme batla nka karolo ho etseng maano a tsebetso	Ho etsoe moralo oa tsebetso o kenyeletsang bomme le bontate		<ul style="list-style-type: none"> •NGOs •TRC •Gender •council 	Nako eohle	Letho
Ho netefatsa hore basali ba kenyeletsoa e le ho aranela lithloko tsa bona moralong	Ha re e sobe le moralo	Equal participation of women and men in policy formulation and implementation of economic policies.	Bontate le bomme batla nka karolo ho etseng maano a tsebetso	Ho etsoe moralo oa tsebetso o kenyeletsang bomme le bontate		<ul style="list-style-type: none"> •NGOs •TRC •Gender •council 	2014	Phutheho = M25,000.00
HO KENYA TABA TSA TEKANO KA HAR'A MANANE A TENG								
Moruo le nts'etso-lepe – Moruo le tlhahiso ea mesebetsi								
Ho etsa bonnete bahore bohle ba fumana mesebetsi ka ho lekana mesebetsing e hlalisoang ke lekhlotla.	Eba 50/50 khirong	Equal opportunity: ensure that women and men have an equal chance to participate in and implement economic decisions and policies.	Khotsofalo ea mahlakore ohle	Lekhotla le tsoanetse ho tsoela-pele		council	Nako tsohle	Letho

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETSO	LIKHAKANYO TSA LICHELETE
Ho fana ka tsehetso ea taba tsa tekano To provide gender aware support to the informal sector	haeo	Trade and informal sector: adopt policies and enact laws, which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship; take into account the contribution of women in the formal and informal sectors.	Batla beha litaba tsa tekano tsebetsong	Ho baatamela ka litaba tsa tekano		council	Nako eohle	Letho
To ensure that women and men have equal access to financial resources	Chee	Policies and laws that determine access to, control of, and benefit from productive resources by women in order to ensure that women have equal access and rights to credit, capital, mortgages, security and training as men.	Bomme batla fumana tsehetso ea lichelete ha bobebe	Lekhotla le tsoanetse ho bona hore lena le tsutsumetso		council	Nako tsohle	Letho
To ensure that women and men have equal access to new technologies for	Chee	Ensure that women and men have access to modern, appropriate and affordable technology and support services.	Re tla bona batho ho tseba hosebelisa litaba tsa technology	Ho bakopanya le mafapha a amehang		Gender links	Hararo selemong	Lithupelo = M30,000.00

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improving the efficiency of their enterprises.								
Procurement								
To ensure that women benefit equally from the procurement processes which they have historically been excluded from.	Ke ntho e teng bomme ba fuo monyetla oa pele	Women benefit equally from economic opportunities, including those created through public procurement policies.		Ebe ntho e tsoelang pele				

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATOR S	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETS O	LIKHAKANY O TSA LICHELETE
Procurement(litaba tsa theko/thekiso)								
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? AE	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 kenyeletsa basali litabeng tsa tlhokomelo ea tikolohoho	(Naa basali ba kenyeletso a ha ho etsoa maano le meralo malebana le tlhokomelo ea tikoloho	. (Naa banna le basali ba nka karolo ka ho lekana nah o etsa maano libaneg tsa moruo?						

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	le leano la"ho ea botaleng". E							
(Ho kenyetsa basali liporejekeng le likhoebo tse bolokang likoloho.	Naa hona le likhoebo tse bolokang likoloho?	Basali ba fumana menyetla e lekanang ha ho kenngoa ts'ebetsong maano a litaba tsa moruo.						
(Ho kenyeletsa litlhoko tsa basali maemong a sa reroang le litabeng tsa likoluo.	(Litaba tsa tekano li kenyeletso a joang meralong ea likoluo?	(Maano ke a fe a bebofaletsang basali boima ba ho etsa mesebetsi e mengata e fapaneng.						
INFRASTRUCTURE/Maano								
	(Naa hona le maano a teng a thusang hore basali ba be le menenyetl a tabeng tsa mobu? Ha hona leano le sebetsanan g le basali	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		Ho tsoanela ho hlokomelisa batho ka litokelo tsa bona. 'me ho hlokahala ho hlokomelisa batho ka mokhoa oa lipitso		Ke macouncilara Marena Lekala la tekano	Likhoeli tse peli	15000.00
Menyetla e lekanang ho basali litabeng tsa mobu.	Ke mofuta o fe o teng oa ho batla maikutlo	. (Melao le maano: ho hlahloba maano le melao e bonts'ang haeba	Lenane la lipitso	Lipotso sechabeng	Ho e ntsoe lipitso	Marena makanselara	4	200000.00

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATOR S	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETS O	LIKHAKANY O TSA LICHELETE
	malebana le ho rala bolulo? LIPITSO	basali ba na le menyetla , matla le ho fumana molemo lintho tsa boipheliso.			metseng e 12			
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'ebelets o tsa mofuta o fe tse teng hape litjeo tsa tsona li joang? re kopa metsi ho lekala le amehang	(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 holo malebana le litokelo tsa metsi le thepa.	Lenane la lipompo le matloana a teng ka hare ho metse		Ho se kentsoe metsi le matloana metseng e 7.	macanselara	Nako eohle	n/a
	(Ke mofuta o fe oa ho batla maikutlo e sebelisitso eng nako e fetileng? lipitso		Manane a lipompo le matloana a teng metseng	Ho tsoelapele ka lipitso	60	Makancelara marena	Nako eohle	15000.00
	Lits'ebelets o li joang ha a joalo? li sa ntse li le tlaase li hloka ho ntlhafatsoa		Lenane la liliba tse sa tsireletsehang le palo ea metse e sena matloana		Ho kopa makalen g a ikarabella ng litabeng tse metsi le matloana	7	Nako eohle	
HEALTH/litab a tsa bophelo								

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATOR S	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETS O	LIKHAKANY O TSA LICHELETE
Ho bona hore litsi tsa bophelo li fumaneha habobe bakeng sa basali.	(Ke litsi tse kae tsa bophelo tse tsamaeang tse teng ha hajoale? 3	(Lits'oaants'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 nyolloe lenane la litsi tse bophelo tse tsamaeang	Lenane le ntse le eketsehileng la basali baetelang litsi tseo hoe a batla thuso. Lenane la batho ba nang le leseli ka litaba tsa bophelo	Ho nyolloe lenane la litsi tsa bophelo tse tsamaea ng	Council marena	Nako eohle	
HIV AND AIDS AND CARE WORK (HIV LE AIDS LE HLOKOMELO EA BAKULI METSENG								
Prevention(Th ibelo								
(Ho fumane mekhoa ea tekano malebana le HIV/AIDS hape ho e ketsa tsebo ka lefu lena kh'anseleng.	(Naa kh'ansele e na le lipalo- palo tsa bakuli ba HIV le AIDS? Ha hona lipalo palo	Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithla-kholo.	Lenane la batho ba nang le tsoaetso	Ho ea nka manane	Ha seo	Village support group le basebeletsi (village health workers)	khoeli	
(Ho ts'oara mats'olo a thibelo ea lefu lena.	(Naa mats'olo a hatella phapang ea matla pakeng tsa basali le banna?	Ho etsa meralo elang hloko litaba tse tekano ele ho thibela ts'oaetsoe ncha.	Palo ea matsolo	Ho eketsa palo ea matsolo	60	Basebeletsi Support group Macaounselara marena	Ka nako eohle	21000.00
	a ho thibela ts'oaetso a hlakisa		Linyeo li theohile tse amanang le taba tsa boitsoaro	Ho tsoelapela ka matsolo	60	macaounselara	Nako eohle	

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATOR S	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETS O	LIKHAKANY O TSA LICHELETE
	litla-morao tsa ho ba le baratuo ba bangata ka nako e le ngoe?							
	(Naa khohlopo ea basali ea fumaneha? Haeba e teng e fumanoa kae? libareng, basebeletsi ng, support group le mobile health clinic		Lenane le nkuoeng	Ho tseba manane a teng e le ho tseba hore na li nkuoa ha kae	Ha ho lethon	council	Nako eohle	
(Ho etsa bonnete ba hore melaetsa ea thoabalano ea batho ba fetang haholo ka limelo hape le ea hoba le baratuo 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	Manane 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'oaetso e holimo ea HIV/AIDS.	Lenane la lipitso	Ho tsoelapele ho etsa matsolo	Ho entsoe pitso le koetliso ea mahokel a	MGYSR Council	Nako eohle	

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATOR S	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETS O	LIKHAKANY O TSA LICHELETE
	e le ho nena litaba tsa tthekefetso yes							
ts'oaetso ea HIV/AIDS e ka eketseha haholo ka lebaka la tthekefetso ka motabo.	(ho na le mats'olo a hlokomelis ang sechaba kh'anselen g ba lebana le nyalano pakeng tsa tthekefetso le HIV le AIDS? yes	(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.	Manane le li photo	Ho tsoelapele ka matsolo	60	Macansela Marena Village workers GBV networks Social development CGPU World vision Ministry of Health	Nako eohle	
(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 e fumaneha ha bobebe metseng e fumaneha	. (Ho fumaneha ha bobebe ha PEP litsing tsa bophelo ho fokotsa ho fumana ts'oaetso.	Lenane la batho ba hlekefelitsong bas a fumaneng thuso. Sebaka seo batho ba se tsamaeang hoe a fihla setsing	Ho atametsa ho basebeletsi ba bophelo metseng (village workers). Support group. Mocha oa tsepo likerekeng	Ha ho letho	Lekala la bophelo	Nako eohle	

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATOR S	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETS O	LIKHAKANY O TSA LICHELETE
	setsing sa bophelo							
Ho ruta basali le banna ka hlabollo e sa tlameng e le hob a bonts'a hore ke ntho ea bohlokoa ho thibela ts'oaetso.	(Ke liperesente tse kae tsa banna le basali ba eang ho etsa VCT? 90% women and men 10%	Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithla-kholo.	Manane a batho ba eang li mobile clinic	Ho etsa lithupelo		Basebeletsi Health workers	Nako eohle	50000.00
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? all	(Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithla-kholo.		Ba se ntse ba e fumana	Hore basali ba fumane kalafo mahala			
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? 98%ke basali 2% 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	Lenane la bathusi	Ho khothaletsa banna hore ba kene bothusing ka bongata		Council health	Nako eohle	
	(Batho ba hlokomela ng bakuli	ts'ehetso ka taba tsa kelello ho bahlokomeli ba ba	Support groups li lla hob macounselara	Ho khothaletsa mafapha a ikarabellang	Ha ho letho	Macouncilara marena	Nako eohle	

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATOR S	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETS O	LIKHAKANY O TSA LICHELETE
	nang ba ea pataloa? support group ha e patalloe/ village workers baa pataloa	kula le ho bona hore banna na kenya letsoho ho thusa batho ba phelang le ts'oahetso.						
	(Ke ts'ehetso efe eo batho ba hlokomela ng bakuli ba e fumanang? e teng		Lenane la litsebelisoa(hand gloves, condoms)	Ho bua le makala a mehang hore ba lebohuoe/ khotatso	Mosebets i oa ho hlokomel a bakuli	council	Nako eohle	
	(Na batho ba hlokomela ng bakuli ba fumana lithupelo? tsa mofuta ofe? ba ea e fumana		Lenane la li thupelo	Ho tsoelapele ka lithupelo	55	Ministry of health World vison council	Nako eohle	
	Na ho na le mekutu ea ho kenyeletsa banna tlhlokomel ong ea bakuli?e ea		Lenane la banna ba teng ka hara support group	Ho tsoelapele ho khotaletsa hore banna ba kene	22	Council Ministry of health	Nako eohle	
Social development (Ntlafatso ea sechaba								

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATOR S	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETS O	LIKHAKANY O TSA LICHELETE
(Ho etsa hore libaka tsa sechaba tsa lipapali lia fihleleha habobe bakeng sa basali le banana basali le banana ba fua menyetla e lekaneng ho lisebelisa le ho una molemo ho tsona.	(Ke mesebetsi e fe/ e entsoe le lihlopha tsa basali? Le teng	.(Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithla-kholo.	Lenane la lipapali tse bileng teng ka hare ho council	Ho khotlaetsa batho	Lipapali tse bapatsoeng council	MGYSR-Sports	Nako eohle	500000.00
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 tlhaleketso ka halefo ka 2015.	Lipalo-palo li reng tsa litaba tsa tlhaleketso ka hara kh'anseleng?	Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithla-kholo.						15000.00
		(Katamello e kopanetsoe ke mafapha ohle, sepheo e le ho fokotsa tlhaleketso ka halefo ka 2015.						
Public awareness campaigns								

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATOR S	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETS O	LIKHAANY O TSA LICHELETE
(Ho ruta sechaba fo felisa tlhlekefetso.	(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? refer back to GENDER AND HIV/AIDS	Ho thusa le ho ruta ka litaba tsa tekano, sepheho e le ho felisa GBV sechabeng.						
Response (Karabo								
(Ho etsa mesebetsi e thusang ho felisa GBV kh'anseleng	Ho na le mabone seterateng kh'anselen g? no	(Ts'ebesto e ntle ea maponesa, bachochisi, lekala la bophelo bo botle le lits'ebeletso tse ling malebana lelitaba tsa tlhlekefetso						
	Ho na le sepolesa kh'anselen g se tsebang ho sebitsana le taba tsa GBV hape na ho na le	Lits'ebeletso tse kopantseng ho thusa mahlatsipa a hlekefetso	Khotso e teng malapeng	Ho khotlaetsa phelisana e ntle ka malapeng/		Social development CGPU World vision	Nako eohle	20000.00

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATOR S	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETS O	LIKHAKANY O TSA LICHELETE
	ntlo eo mahlatsipa a tlišang litaba tsa oona moo a ka phothuloha ng,leposa la mosali ele ho thusa basali ba bang? no							
Support (Thuso								
(Ho nts'etsa meralo ea ho thusa mahlatsipa a tlhekefetso	Ke libaka tse kae tsa ho thusa mahlatsipa kh'anselen g? 3	(Hana ke libaka tse kenyeletsang ho thusa mahlatsipa a hlekefetso	Bo teng ba litsi tse joalo	Ho atolosa litsi tse tšekefetso	Manane a teng a fanoang ke litsi tse teng	Police Macanselara Ministry of health	Nako eohle	
	(Ke litsi tse kae tsa tlhabollo tse teng ka hara kh'anselen g? 1		Ke sithi se teng	Ho fereha baikarabellang ho eketsa litsi tse tlhabollo	3 mobile clinics	Council Ministry of health	Nako eohle	
	Ho na le lingoloe tse teng moo ba ka fumanang leseli hape ba li fumana		Ka lenane la lingoloe tse fanoeng	Ho atamela makala a amehang hore a fanaka lingoloe	Melaetsa e fetisitsoe	council	Nako eohle	

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATOR S	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETS O	LIKHAKANY O TSA LICHELETE
	joang? li teng							
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.	Bo teng ba komiti	Re hlalella komiti ka li tsebo	Ho lula khoeli le khoeli (25 successful sittings)	council	Nako eohle	
Budget allocation (Kabello 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 tlhkefetso ka hara kh'anseleng? no		Ha hona vote/ bo sieo ba chelete	Ho abela chelate	nothing	council	Nako eohle	
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.						
EMPLOYMENT PRACTICES AND ENVIRONMENT(Khiro le maemo mesebetsing								
To increase the representation of women	What steps have been taken to prioritise	(Bonyane 50% ea basali ba litulong tse ka pele tsa ho etsa liqeto pusong						

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATOR S	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETS O	LIKHAANY O TSA LICHELETE
employed in the council. (Ho eketsa boemeli ba basali ba hiriloeng ke kh'ansele	gender equity in performance plans?(Ke mehato efele nkiloeng tabeng tsa tekanno ha ho etsoa meralo ea ts'ebetso	le makaleng a ikemetseng.						
	(Lipalo- palo tsa tekano tsa basebetsi kh'anselen g li eme joang? Ke basali le banna ba kae litulong tse ka pele? Zebra crossing	(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.	Lipalo palo tsa batho ba hiriloeng	nothing	Ho hira ka ho lekana (50/50)	council	Nako eohle	
	ke mang ea ikarabelan g ho bona hore liteba- tebello li ea phethahala ? Taba tseo li kenyele- litsoe konteraken g?		Bo teng ba komiti ea tekano	Ho bopa leano la tekano ka hare ho council	Litulo tse 25 tsa komiti tse atlehilen g	Council MGYSR- Gender	Khoeli	10000.00

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATOR S	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETS O	LIKHAKANY O TSA LICHELETE
	(Ho na le ts'ebetso e seng e entsoe?)							
	Boemeli ba ba sebetsi bo ile ba kenyeletso a?							
Selection and (Khiro	recruitment							
Ho netefatsa hore basali ba hiroa ka ho lekana ka menyatla e tsoanang	(Ke moralo o joang ea k'hiro ka tekano o teng? 50/50 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 kenyellelits oe maanong?	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.	Lipalo palo tsa basebetsi	Ho tiiso/ ho tsoelopele	Lipalo tse lekanang	council	Nako eohle	
		(Ho felisa mefuta eohle ea kethollo mesebetsing						

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATOR S	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETS O	LIKHAKANY O TSA LICHELETE
	yes							
	Na basali le banna ba pataloa ka ho ts'oana? yes	(Ho patala ka mokhoa o ts'oanang ho basali le banna	Meputso e lekanang					
	Leano le reng ka litaba tsa ho ea setsoetse? yes	(Ho ba le melao e thibelang ho tebeloa ha basali ha ba ile setsoetse, ho le ho se hireo ha ba le mmeleng.	Ho hloka matsatsi a phomolo ha basali ha ba qeta ho pepa					
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? Gender, send a cow, phela, FIDA, local gov, TRC, LRA, HEALTH, SOCIAL DEVELOPM ENT	(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.	Litlaleho tsa lithupelo	Ho eketsoe lenane la lithupelo	Bosebele tsi bo ntlafatse ng	Makala a se tseng	Nako eohle	
Work conditions and environment (Maemo a mosebetsi								
(Ho bona hore basali ba kenya letsoho mesebetsing ka kotloloho mosebetsing ka ho ba fa	(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)	Lipalo tsa ban aba thusoang	Ho eketsoe li tsebeletso tse ling	Bana ba bangata ba tselets ehileng	Education Social development CGPU	Nako eohle	

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/INDICATOR S	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARABELLO	NAKO EA TSEBETS O	LIKHAKANY O TSA LICHELETE
ts'ehetso hobane boikarabello ba batsoali le bona bo tsoelapele bo le mahetleng a basali.	E teng, master of high court, CGPU, ECCD,							
	(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 likonyana? li teng		Bana ba kenang likolo tsa likonyana	Ho khotlaetse ban aba bangata ho kena likolo	education	Nako eohle		
Ho sebetsana le litaba tsa hlekefetso ka motabo kh'anseleng	(Na ho na le maano a melebana le tlhekefetso ka motabo? e teng	(Ho ba le melao, maano, mananeo a thibelang tlhekefetso ka motabo le ho ahlola bahlekefetsi	Komiti ea boiketlo					
	(Ho na le mekhoa ea tšereletso ha joale?? e teng							

Annex D: Evaluation form

	SCORE OUT OF TEN
PROGRAMME DESIGN	75%
PROGRAMME CONTENT	80%
DOCUMENTATION	85%
FACILITATION	91%
GROUP WORK	97%
OUTPUTS	70%
OUTCOMES AND FOLLOW UP PLANS	80%
LEARNING OPPORTUNITY	95%
NETWORKING OPPORTUNITY	80%
ADMINISTRATIVE ARRANGEMENTS	85%
OVERALL	86%

General comments

Sessions found most useful and why?

- Gender and Local Economy Development because it is going to change the lives of the people who have elected them.
- Gender and the economy. This is because they have come to realize that even the unwaged women work still contributes in the economy
- Gender concepts and GBV were found to be more useful because they got to know what gender really is.

Sessions found least useful and why?

- None

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

- By involving different groups that are found within the council
- Community gatherings will also serve as a platform for community engagement and participation
- By running trainings and using gender mainstreaming in advocacy processes.

Any other comments

- The workshop was very informative in giving us information on Climate Change therefore we are going to engage other ministries to eliminate effects of Climate Change
- The councillors will share the information with the communities.
- More and more refresher workshops should be held.