

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

**Country:** Lesotho

**Name of municipality:** Senekane Community Council (Berea)

### **Synopsis**

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

Senekane Community Council is one of the local councils in the district of Berea that contributed to the development of the Gender Action Plan at the district level back in February 2009 and there is need for the plan to be localised.

### **Strengths**

National Gender Strategy and the District Gender Action Plan for local government are in existence.

### **Challenges**

Due to budget challenges, the council might not be able to fully commit to the implementation of some gender aspects that might seem additional to the service delivery plan.

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

<b>Area assessed</b>	<b>Score Council</b>	<b>Score GL</b>	<b>Agreed score</b>
Policy framework	2	4	4
Governance	3	5	5
Gender specific programmes	2	2	2
Mainstreaming gender into existing programmes	3	4	4
Employment practises and environment	2	3	3
Gender management system	0	1	1
<b>Overall</b>	<b>12</b>	<b>19</b>	<b>19</b>

## **SITUATION ANALYSIS**

### **POLICY FRAMEWORK**

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

Many people in Senekane council are not familiar with the SADC Protocol on Gender and Development or any other gender instrument except knowledge that a national policy on gender exists.

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

Senekane council does not have a gender policy in place.

## **GOVERNANCE**

### **Representation**

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

There are 11 members of the council in the Senekane Community Council and the numbers of women and men councillors are not equal. There are more women than men, with a difference of 1 member.

Senekane Community Council	Women 6	Men 5
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- ✓ Are there equal numbers of women and men in decision-making positions in council, Mayoral committee, chairs of committees etc? (Include detail in a table)

Similarly to other community councils, there are four working committees in the council with varies representation of women and men councillors some of whom serve in more than one committee. These committees do not necessarily constitute equal numbers of women and men working in them. The fact that member are chosen randomly to task with considering equality in every task.

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

Gender disaggregated data has never been done on committees working in communities. Women and men alike are free to vote and participate in any one of these structures. It is found that there are more women than men in committees that deal with animal rearing practice, farming, starting of small and other task related activities.

### **Participation**

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

Both men and women actively participate equally in council meetings.

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

It is confirmed that decisions are done collectively by both women and men.

### **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?)

According to the council, women participate more in public meetings and events than men since there always come in numbers and tend to dominate public spaces.

## **PLANNING**

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

No it does not for the reason that the council has not yet started integrating gender in its planning activities.

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

No. Gender is not yet an agenda.

- ✓ 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).

- ✓ This type of information has never been collected by the council.

## **MAINSTREAMING GENDER INTO EXISTING PROGRAMMES**

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

- ✓ 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?)

Senekane council does not have trading facilities to control as it a rural council.

### **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 do procurement as this is done by the District Council.

### **Housing**

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

There are no records kept.

- ✓ 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)

Even though the council does not provide housing it does provide land but there are no measures taken to ensure equal benefit in acquisition of land by men and women.

### **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).

There is no data kept by the council on this.

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

Women are involved in planning activities by the council generally through village meetings and so forth.

### **Transport**

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

Consultation for women on their specific transport needs has never been done by the council before.

### **Health**

- ✓ Are health facilities are easily accessible to women? (e.g. What is the average distance that a woman has to travel to get to the closet clinic?)

Clinics are far and people walk long distances to get health services from local clinics. Children, the elderly people as well as women suffer a lot.

- ✓ 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 has not kept data on this. Information is mainly obtained through members of the Home Based Care Support Groups (HBCSG's) in villages who are organised and work closely with the Ministry of Health and Social Welfare in managing and treating HIV and AIDS related illnesses in homes.

- ✓ Is there a gender aware HIV and AIDS public education and awareness campaign? (Look at the campaign materials and messaging)

Councils are encouraged to speak about HIV and AIDS related topics as they interact with communities however, coordinated awareness raising campaigns are undertaken through partnerships with various organisations that choose to work within an area falling under the Senekane council.

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

PEP treatment is only available in public hospitals and not in village clinics.

### **Environmental health**

- ✓ Are women consulted in the management of waste? (How does this happen, get copies of meeting minutes etc)

There is no specific consultation but if necessary, communication around waste management is done through public gatherings.

- ✓ Do women and men benefit equally from business opportunities in this sector? (Request examples of this)

This is not applicable to community councils since procurement is not done at this level.

### **Social development**

- ✓ Does the council keep sex and age disaggregated data on the use of existing facilities, e.g. retirement centres, community centres, libraries and Women, girls, men and boys benefit equally from budget allocations for sports and recreation facilities? (Request to see this data – what does it tell you?)

No data available as community councils do not provide and manage these facilities where they exist. These are managed by District Councils across the country.

### **GENDER SPECIFIC PROGRAMMES**

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

No. The council does not have gender specific programmes in its activities. Gender is generally mainstreamed.

### **Educare**

- ✓ Has there has been an assessment of the need for child care facilities? (Request a copy of this assessment).

No assessment made at this point.

### **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?)

There is no GBV action plan in the council.

### *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 )

Senekane council has never attempted doing the safety audit thin it's confines.

- ✓ 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).

The Lesotho Electricity Cooperation (LEC) working together with the Ministry of Natural Resources and Energy provides electricity at the National Government level and not the community councils.

- ✓ Is public transport is safe for women and children.

Public transport is reported to be relatively safe for both men and women.

### *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)

Participation has been through partnership with organisations that might approach the council.

#### *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)

There is statistics on crime.

- ✓ 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)

Police and community relations on reporting matters of GBV are generally ok even though there is need to raise awareness to communities on their responsibility to report suspected cases of GBV as the Sexual Offenses Act of 2003 requires so.

- ✓ 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?)

Government, NGO's and Development Partners have been providing training since the establishment of the Child and Gender Protection Units within Police Service.

#### *Support*

- ✓ Has the council 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).

These facilities do not exist in this council.

### **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).

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

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

There is no affirmative action policy.

#### **Capacity building**

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

Training is done randomly by Government Ministries or NGO's but not necessarily in a systematic way.

### **Career pathing**

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

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

### **Working conditions and environment**

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

Staff leave entitlements are regulated by the Ministry of Local Government through District Councils.

- ✓ 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)

Senekane council does not have a sexual harassment policy.

## **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).

There is no gender structure yet.

- ✓ 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)

Management at the council does not have such specifications in the job descriptions etc.

### **Budgets**

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

There is no budget for gender specific activities unless if mainstreamed.

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

Yes, women do benefit equally from projects run through the council.

### **Monitoring and evaluation**

- ✓ Are services, employment, and 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)

Not applicable to community councils since employment and procurement activities are performed at the District Council level.

### **Political profile and champion**

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

Feedback given is that gender issues are treated the same as other social issues. It was however agreed that it might be time to start giving prioritising on what the council should do in terms of engaging with gender issues at an institutional level.

### **The work place**

- ✓ How many women and men are currently employed in each job and grade?
- ✓ Does the pattern of male and female employment indicate there are areas of 'women's work' and of 'men's work'?
- ✓ Why do divisions exist, if they do? Is it because of the work involved? Is it because of tradition? Is it because of low pay?

This is not applicable to Senekane Community Council since employment and recruitment is regulated at the level of the Ministry.