

GENDER SCORECARD FOR LOCAL GOVERNMENT

NAME OF COUNTRY: LESOTHO. NAME OF COUNCIL = QACHAS'NEK URBAN COUNCIL

SCORE OUT OF FOUR WHERE 0=none; 1=POOR; 2=SATISFACTORY; 3=GOOD; 4=VERY GOOD

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
POLICY FRAMEWORK						
1. There is a gender policy and action plan that incorporates the SADC Gender Protocol and other relevant targets. It is well known and has a high profile champion within the council.	<ul style="list-style-type: none"> • Existence of plan • Plan signed and adopted • Plan shared with Council and Community • Plan integrated • Public events on gender eg International Women's Day 	<ul style="list-style-type: none"> • Copy of the gender policy/action plan • Copy of the Council strategy/work plan • Minutes and records of meetings • Photos • Media coverage 	The council does not have the gender action plan or a plan that incorporates the SADC gender protocol They use the national gender policy to advance gender issues.	2	2	2
GOVERNANCE						
Representation						
2. There are equal numbers of women and men councillors in the Council.	<ul style="list-style-type: none"> • No of men councillors = • No of women councillors = 	Official records	Men councillors=7 Women councillors=7	3	2	2
3. There are equal numbers	<ul style="list-style-type: none"> • Mayor/Chair of Council = M/F 	Official records	Chairperson of the council= M	1	1	1

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of women and men in decision-making positions in Council, Mayoral committee, chairs of committees etc.	<ul style="list-style-type: none"> Deputy mayor/deputy chair of Council = No of committees chaired by women = No of committees chaired by men = 		Deputy chairperson=M No of Committees chaired by women=0 No of committees chaired by men=3			
Participation						
4. Women and men participate equally in Council meetings and influence decisions taken by the Council.	<ul style="list-style-type: none"> Examples of issues raised by women in Council and what difference these have made. 	Council minutes	Women and men participate equally and they have equal chances of making decisions.	1	1	1
Public participation						
5. There is equal participation of women and men at public meetings and events.	<ul style="list-style-type: none"> Examples of types of meetings held, representation/participation by women and men 	Photos Media coverage Minutes	The council usually organise public meetings and mostly women participate in big numbers. These include meetings at the market and other meetings for community projects.	2	1	2
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES						
6. The Council has a local	<ul style="list-style-type: none"> Market places designed and no 	LED plans, how gender	There are areas selected for women	3	3	3

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economic development plan that targets women entrepreneurs as key beneficiaries	<p>of stands allocated to women.</p> <ul style="list-style-type: none"> Local finance schemes of council, no of women and men who have benefited. Local finance schemes linked to Council, no of women and men who have benefited. 	<p>reflected</p> <p>Statistics on finance schemes.</p>	<p>within the market and businesses are categorised according to type to allow fair competition and variety for customers.</p> <p>The council's social services committee works together with the committee of the street vendors to support their businesses.</p>			
7. Women and men benefit equally from jobs created by the council.	<ul style="list-style-type: none"> No of women in jobs created by Councils No of men in jobs created by councils Evidence of women and men being employed in non-traditional areas 	Council employment statistics by sector and area of work	<p>Job opportunities created by the council are equally benefiting to everyone. There is no specific attention to either men or women.</p> <p>Statistics of those hired can be obtained from the council office.</p>	4	3	4
Procurement						

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8. The Council keeps gender disaggregated data on procurement and has set a target for increasing the number and value of contracts received by women.	<ul style="list-style-type: none"> No of owned companies that have received contracts in the last year. No of men owned companies that have rcvd contracts in the last year. 	Procurement policy – how gender is integrated into this.	<p>The council also consider women contractors however, at the moment no women contractors have submitted tenders during the tendering done by the council in the past year.</p> <p>All contracts awarded were for men. They were mostly on water projects and road maintenance within the urban areas.</p> <p>Data is available from the council offices but not disaggregated.</p>	3	3	3
Climate change and sustainable development						
9. The Council is aware of climate change and its differential effects on women and men. Women and men are consulted equally on measures to be taken.	<ul style="list-style-type: none"> Existence of a policy on climate change how gender is integrated into this. Extent to which policy has been canvassed; involvement of women and men. 	<p>Climate change policy</p> <p>Records of meetings</p> <p>Photos/video</p>	<p>The council is aware of climate change and its effects on both men and women. The council uses the national policy and the policy is also not specific to climate change alone it includes other aspects of environmental management.</p> <p>The council implement activities such as street cleaning campaigns, donga rehabilitation, tree planting and in</p>	3	2	3

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			these projects men and women are involved equally.			
10. Women are equally consulted and involved in waste management, and benefit from economic opportunities arising from this.	<ul style="list-style-type: none"> • How waste management is handled. • How women are involved. • Proportion of women in waste projects 	<p>Waste management plans</p> <p>Gender statistics on waste management</p> <p>Photos; video</p>	Women do not take part in waste management at the moment. The council is still developing a plan for proper waste management.	1	1	1
Land and housing						
11. The Council keeps sex disaggregated data on title deeds and housing, and is promoting women's equal access	<ul style="list-style-type: none"> • How gender is integrated into allocation of land and houses • No of women allocated land and housing by council • No of men allocated land and housing by Council. 	Policy on land and housing	<p>The data on people given title deeds are kept well however, not sex disaggregated. Minutes are available</p> <p>The council does not have the housing policy because it does not perform this function.</p>	4	3	4
Water and sanitation						

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12. Women are involved in the planning, management and maintenance of water and sanitation.	<ul style="list-style-type: none"> No of women on water/sanitation committees No of men on water/sanitation committees No of women chairing these committees/total no of committees Examples of the difference women have made 	<p>Policy on water and sanitation – how gender is integrated into this</p> <p>Gender disaggregated statistics</p> <p>Record of meetings</p> <p>Photos/video</p>	<p>Women are mostly involved in management and maintenance of water because they are the ones who are affected most. They are part of the village water committees.</p> <p>The market committee for water management is mostly dominated by women. There are minutes available for the committee meetings.</p> <p>These committees consisted mostly of women but they have managed to recruit some men into the committees which make a difference.</p>	3	2	2
Environmental health						
13. Women are equally involved in preventive health campaigns	<ul style="list-style-type: none"> Types of campaigns Involvement by women 	<p>Records of campaigns</p> <p>Photos/video</p>	<p>There are monthly cleaning campaigns held within the urban centre. Both men and women are involved. During these campaigns, health people also take part to sensitise people about the importance of a clean environment, fight against new HIV infections.</p>	3	3	3

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HIV/AIDS and care work						
14. The Council has a gender aware HIV and AIDS policy that is implemented and monitored.	<ul style="list-style-type: none"> • Existence of policy • Messages underscore unequal power relations between women and men; • Prevention of parent to child transmission • Men are encouraged to go for VCT • Women and men have equal access to treatment 	HIV and AIDS policy – gender dimensions	<p>The council has the HIV and AIDS policy that is implemented.</p> <p>The policy encourages both men and women to go for voluntary counselling and testing.</p> <p>All have equal access to treatment and medication for those who have been put to medication.</p> <p>All pregnant women are put under the programme of prevention of mother to child treatment. There is a special package given to every pregnant women despite her HIV status</p>	4	4	4
15. The Council supports care for those living with HIV and AIDS and men are encouraged to be involved in care work.	<ul style="list-style-type: none"> • Existence of care work projects supported by Council or in which Council is a partner. • Remuneration/training/support for care givers in these projects • No of women, no 	<p>Records of projects</p> <p>Examples of what these have achieved</p> <p>Photos, videos</p>	<p>Support groups have been formed by the support and encouragement of the council.</p> <p>They take care of the sick in villages within the council. At the moment there is no specific budget for care work from the council however, with the help from the Ministry of Health, care workers do receive training.</p> <p>Involvement of men in care work is</p>	4	3	3

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	of men involved in care work		very limited as they consider care work as a role of women			
Social development						
16. Social and recreational facilities are gender aware and responsive	<ul style="list-style-type: none"> Types of facilities for sports and recreation, extent to which these cater to the needs of women and men. No of women, no of men who make use of facilities 	Records of facilities Gender disaggregated data	There are no recreational facilities at the moment.	0	0	0
GENDER SPECIFIC PROGRAMMES						
Gender based violence (GBV) flagship plan						
17. There is sufficient lighting on streets and in public spaces; all streets are named clearly, and names are gender aware	<ul style="list-style-type: none"> Existence of street lights No of streets named No of streets named after women No of streets named after men 		<p>There is sufficient street lighting in town as this is an urban council.</p> <p>There are also streets and they are named after the mountains, rivers and other typical geographical features found in the area.</p>	4	4	4

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<i>Public awareness campaigns</i>						
18. The Council participates in campaigns to raise awareness on gender-based violence (GBV), such as the Sixteen days of activism.	<ul style="list-style-type: none"> • Campaigns launched during the Sixteen Days • Budget from Council for campaigns • Other resources mobilised • Follow up to campaigns • Results achieved 	Reports Photos Video Budget	Although there is no budget for the council, involvement in campaigns to raise awareness on GBV has been quite visible. Campaigns are regularly held in partnership with other stake holders within the district. More people visit clinic to VCT. Celebration of HIV and AIDS days where issues of violence are raised.	3	3	3
<i>Response and coordination</i>						
19. There is a good working relationship between the police and community, especially women. Women are equally represented in community policing forums.	<ul style="list-style-type: none"> • How the Council works with the police on GBV • Existence of committees on GBV • No of women and no of men on these committees 	Records Photos Video	Working relations with the police are very good. There is a department called Child and Gender protection Unit which works very close with the council on issues of GBV. Policing forums have been formed; both men and women are part of the committees, which teach people about safety and to report cases of theft and GBV.	3	3	3

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			Record of committees formed are available			
EMPLOYMENT PRACTICES AND ENVIRONMENT						
Selection and recruitment						
20. Women and men are employed in equal numbers across jobs, grades and in management positions and are equally remunerated for equal work. There is an affirmative action policy for ensuring 50% by 2015.	<ul style="list-style-type: none"> No of women in management No of men in management CEO/head of administration =M/F Examples of women in non traditional areas of decision-making eg finance 	Council employment statistics	<p>Yes when jobs are advertised and during interviews the women are given an equal opportunity like men however, there is always a big number of male employees as compared to female who occupy higher posts.</p> <p>In this council there are more women than men across all positions. This is because they qualify for those positions.</p> <p>The head of administration is a woman.</p>	2	3	3
Capacity building						
21. Gender training is provided for both women and men in the council, at all levels and is done	Gender training conducted as part of COE's	COE reports Changing lives profiles	There has never been any gender training as part of the COE's for the councillors and staff before, therefore,	0	0	0

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in a systematic way.	Changing lives as a result of gender training		no changing lives done			
Working conditions and environment						
22. The work place is family friendly; there is a sexual harassment policy that is enforced.	<ul style="list-style-type: none"> • Maternity and paternity leave • Flexi time • Family days • Sexual harassment policy • How sexual harassment cases are dealt with 	Work place policies	The work place is very much family friendly. There are policies on maternity leaves (90 days) although, no paternity leaves, sexual harassment policy and how these cases are dealt with in a work place	3	3	3
GENDER MANAGEMENT SYSTEM						
Gender structures						
23. The Council has set up a gender structure, including a gender focal person that is empowered to do its work. Gender is written into the job descriptions of key functionaries.	<ul style="list-style-type: none"> • Gender focal point – who and what level • Gender committee- who and how often does it meet 	COE and council records	<p>There is no structure to deal with issues of gender, but the council will learn from the COE trainings.</p> <p>Job descriptions of staff do not include gender as one of the roles of staff</p>	1	1	1

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Budgets						
24. A share of expenditure is explicitly targeted at promoting gender equality. Women and men benefit from the mainstream budget	<ul style="list-style-type: none"> • Specific budget line for gender – what proportion of budget • Gender reflected in mainstream budget 	Budget	The council does not have any budget line for gender mainstreaming, there is some in-kind support from other government departments because gender is not one of the roles of the council	1	1	1
Monitoring and evaluation						
25. There is an M and E system in place for gender; it is used for tracing reporting purposes	<ul style="list-style-type: none"> • Regular reports to management on gender action plan. • Corrective action taken. • Score card used for benchmarking. 		Reports are made every month on progress made and way forward. There are no forms used to measure progress	1	1	1
TOTAL				58	53	56