

## GENDER SCORECARD FOR LOCAL GOVERNMENT

**NAME OF COUNTRY: LESOTHO. NAME OF COUNCIL = MOKHOTLONG URBAN COUNCIL**

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

	<b>INDICATORS</b>	<b>MEANS OF VERIFICATION</b>	<b>PROGRESS DURING VERIFICATION</b>	<b>OWN SCORE</b>	<b>GL SCORE</b>	<b>AGREED BASELINE SCORE</b>
<b>POLICY FRAMEWORK</b>						
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"> <li>• Existence of plan</li> <li>• Plan signed and adopted</li> <li>• Plan shared with Council and Community</li> <li>• Plan integrated</li> <li>• Public events on gender eg International Women's Day</li> </ul>	<ul style="list-style-type: none"> <li>• Copy of the gender policy/action plan</li> <li>• Copy of the Council strategy/work plan</li> <li>• Minutes and records of meetings</li> <li>• Photos</li> <li>• Media coverage</li> </ul>	<p>The council does not have the gender action plan. They use the national gender policy to advance gender issues.</p> <p>The council always prioritise the orphans whenever job opportunities appear. This is done to address gender issues</p>	2	2	2
<b>GOVERNANCE</b>						
<b>Representation</b>						
2. There are equal numbers of women and men councillors in the Council.	<ul style="list-style-type: none"> <li>• No of men councillors =</li> <li>• No of women councillors =</li> </ul>	Official records	<p>Men councillors=7</p> <p>Women councillors=4</p>	3	2	2
3. There are equal numbers	<ul style="list-style-type: none"> <li>• Mayor/Chair of Council = M/F</li> </ul>	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"> <li>Deputy mayor/deputy chair of Council = <b>F</b></li> <li>No of committees chaired by women =</li> <li>No of committees chaired by men =</li> </ul>		Deputy chairperson=M  No of Committees chaired by women=0  No of committees chaired by men=3			
<b>Participation</b>						
4. Women and men participate equally in Council meetings and influence decisions taken by the Council.	<ul style="list-style-type: none"> <li>Examples of issues raised by women in Council and what difference these have made.</li> </ul>	Council minutes	Women always shy away to give men a chance to influence decisions. Women participation is very limited not only because they are few in numbers but because they still take it those men can make decisions.	1	1	1
<b>Public participation</b>						
5. There is equal participation of women and men at public meetings and events.	<ul style="list-style-type: none"> <li>Examples of types of meetings held, representation/participation by women and men</li> </ul>	Photos  Media coverage  Minutes	Public meetings are normally held by the council.  Meetings such as market day for street vendors, agricultural shows, cultural activities  There are council minutes on some of these events and sometimes media	2	1	2

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			covers the event.			
<b>MAINSTREAMING GENDER INTO EXISTING PROGRAMMES</b>						
6. The Council has a local economic development plan that targets women entrepreneurs as key beneficiaries	<ul style="list-style-type: none"> <li>Market places designed and no of stands allocated to women.</li> <li>Local finance schemes of council, no of women and men who have benefited.</li> <li>Local finance schemes linked to Council, no of women and men who have benefited.</li> </ul>	<p>LED plans, how gender reflected</p> <p>Statistics on finance schemes.</p>	<p>There are areas selected for women 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 by the street vendors to support their businesses.</p> <p>There is a communal garden developed with the purpose to empowered both men and women within the council and to support orphans by buying them clothes especially in Christmas times.</p>	3	3	3
7. Women and men benefit equally from jobs created by the council.	<ul style="list-style-type: none"> <li>No of women in jobs created by Councils</li> <li>No of men in jobs created by councils</li> </ul>	Council employment statistics by sector and area of work	<p>Men and women benefit equally from the jobs created by the council</p> <p>Statistics of those hired have been kept and the area of work include office work and work for community</p>	4	3	4

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	<ul style="list-style-type: none"> <li>Evidence of women and men being employed in non-traditional areas</li> </ul>		developments such as road maintenance work, food for work projects			
<b>Procurement</b>						
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"> <li>No of owned companies that have received contracts in the last year.</li> <li>No of men owned companies that have rcvd contracts in the last year.</li> </ul>	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
<b>Climate change and sustainable development</b>						
9. The Council is aware of climate change and its differential effects on women and men. Women and men are	<ul style="list-style-type: none"> <li>Existence of a policy on climate change how gender is integrated into this.</li> </ul>	<p>Climate change policy</p> <p>Records of meetings</p> <p>Photos/video</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	3	2	3

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consulted equally on measures to be taken.	<ul style="list-style-type: none"> <li>Extent to which policy has been canvassed; involvement of women and men.</li> </ul>		<p>includes other aspects of environmental management.</p> <p>The council implement activities such as donga rehabilitation, tree planting and in these projects men and women are involved equally.</p> <p>The council works in partnership with the Ministry of Land Reclamation</p>			
10. Women are equally consulted and involved in waste management, and benefit from economic opportunities arising from this.	<ul style="list-style-type: none"> <li>How waste management is handled.</li> <li>How women are involved.</li> <li>Proportion of women in waste projects</li> </ul>	<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
<b>Land and housing</b>						

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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"> <li>• How gender is integrated into allocation of land and houses</li> <li>• No of women allocated land and housing by council</li> <li>• No of men allocated land and housing by Council.</li> </ul>	Policy on land and housing	The data on people given title deeds are kept well however, not sex disaggregated. Minutes are available	4	3	4
<b>Water and sanitation</b>						
12. Women are involved in the planning, management and maintenance of water and sanitation.	<ul style="list-style-type: none"> <li>• No of women on water/sanitation committees</li> <li>• No of men on water/sanitation committees</li> <li>• No of women chairing these committees/total no of committees</li> <li>• Examples of the difference women have made</li> </ul>	Policy on water and sanitation – how gender is integrated into this  Gender disaggregated statistics  Record of meetings  Photos/video	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. There are minutes available for the committee meetings.  These committees consisted mostly of women but they have managed to recruit some men into the committees which make a difference.	2	2	2

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<b>Environmental health</b>						
13. Women are equally involved in preventive health campaigns	<ul style="list-style-type: none"> <li>• Types of campaigns</li> <li>• Involvement by women</li> </ul>	<p>Records of campaigns</p> <p>Photos/video</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 fight against new HIV infections.	3	2	3
<b>HIV/AIDS and care work</b>						
14. The Council has a gender aware HIV and AIDS policy that is implemented and monitored.	<ul style="list-style-type: none"> <li>• Existence of policy</li> <li>• Messages underscore unequal power relations between women and men;</li> <li>• Prevention of parent to child transmission</li> <li>• Men are encouraged to go for VCT</li> <li>• Women and men have equal access to treatment</li> </ul>	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>KYS campaigns are held every quarter to encourage people to for VCT</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</p>	3	3	3

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			women despite her HIV status			
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"> <li>Existence of care work projects supported by Council or in which Council is a partner.</li> <li>Remuneration/training/support for care givers in these projects</li> <li>No of women, no of men involved in care work</li> </ul>	<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>All the support groups are donor funded by different donors with the help of the council. Training is therefore provided to the members on preventive health care and HIV and AIDS.</p> <p>Again trainings are provided by the Health department and this time the village health workers are given priority.</p> <p>Involvement of men in care work is very limited as they consider care work as a role of women</p>	4	3	3
<b>Social development</b>						
16. Social and recreational facilities are gender aware and responsive	<ul style="list-style-type: none"> <li>Types of facilities for sports and recreation, extent to which these cater to the needs of women</li> </ul>	<p>Records of facilities</p> <p>Gender disaggregated data</p>	There are recreational facilities such as a community hall, youth centre which include a variety of indoor games, and there are different playing grounds to cater for different sporting	3	3	3



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	<p>and men.</p> <ul style="list-style-type: none"> <li>No of women, no of men who make use of facilities</li> </ul>		<p>activities.</p> <p>The facilities are developed in partnership with the Ministry of Gender hence one can say they are gender responsive.</p>			
<b>GENDER SPECIFIC PROGRAMMES</b>						
<b>Gender based violence (GBV) flagship plan</b>						
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"> <li>Existence of street lights</li> <li>No of streets named</li> <li>No of streets named after women</li> <li>No of streets named after men</li> </ul>		<p>There are some street lights along the main road but poorly maintained.</p> <p>There are also streets but not named.</p> <p>A plan is underway to name the streets.</p>	2	2	2
<i>Public awareness campaigns</i>						
18. The Council participates in campaigns to raise awareness on gender-based violence (GBV), such as the Sixteen days	<ul style="list-style-type: none"> <li>Campaigns launched during the Sixteen Days</li> <li>Budget from Council for campaigns</li> </ul>	<p>Reports</p> <p>Photos</p> <p>Video</p>	<p>Although there is no budget for the council, involvement in campaigns to raise awareness on GBV has been quite visible.</p> <p>Campaigns are regularly held in</p>	2	3	3

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of activism.	<ul style="list-style-type: none"> <li>• Other resources mobilised</li> <li>• Follow up to campaigns</li> <li>• Results achieved</li> </ul>	Budget	<p>partnership with other stake holders like PSI and Care Lesotho.</p> <p>More people visit clinic to VCT.</p> <p>Celebration of HIV and AIDS days where issues of violence are raised.</p>			
<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"> <li>• How the Council works with the police on GBV</li> <li>• Existence of committees on GBV</li> <li>• No of women and no of men on these committees</li> </ul>	<p>Records</p> <p>Photos</p> <p>Video</p>	<p>Working relations with the police are very good; however, there is lack of resources for the police to do their work effectively.</p> <p>Policing forums have been formed; both men and women are part of the committees, which teach people about GBV, and where people can report cases of GBV.</p> <p>Record of committees formed are available</p>	3	2	2
<b>EMPLOYMENT PRACTICES AND ENVIRONMENT</b>						
<b>Selection and recruitment</b>						
20. Women and men are employed in equal	<ul style="list-style-type: none"> <li>• No of women in</li> </ul>	Council employment statistics	Yes when jobs are advertised and during interviews the women are	2	3	3

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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"> <li>management</li> <li>No of men in management</li> <li>CEO/head of administration =M/F</li> <li>Examples of women in non traditional areas of decision-making eg finance</li> </ul>		<p>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>			
<b>Capacity building</b>						
21. Gender training is provided for both women and men in the council, at all levels and is done in a systematic way.	<p>Gender training conducted as part of COE's</p> <p>Changing lives as a result of gender training</p>	<p>COE reports</p> <p>Changing lives profiles</p>	There has never been any gender training as part of the COE's for the councillors and staff before, therefore, no changing lives done	0	0	0
<b>Working conditions and environment</b>						
22. The work place is family friendly; there is a sexual harassment policy that is	<ul style="list-style-type: none"> <li>Maternity and paternity leave</li> <li>Flexi time</li> </ul>	Work place policies	The work place is very much family friendly. There are policies on maternity leaves (90 days) although,	3	3	3

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enforced.	<ul style="list-style-type: none"> <li>• Family days</li> <li>• Sexual harassment policy</li> <li>• How sexual harassment cases are dealt with</li> </ul>		no paternity leaves, sexual harassment policy and how these cases are dealt with in a work place			
<b>GENDER MANAGEMENT SYSTEM</b>						
<b>Gender structures</b>						
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"> <li>• Gender focal point – who and what level</li> <li>• Gender committee- who and how often does it meet</li> </ul>	COE and council records	<p>There is a structure that deals with gender issues within the council. She is Ms Bojoalo.</p> <p>The committee that deals with gender issues is the social services committee of the council. The committee meets once a month.</p> <p>Job descriptions of staff do not include gender as one of the roles of staff</p>	3	3	3
<b>Budgets</b>						
24. A share of expenditure is explicitly targeted at promoting gender equality. Women and men benefit from the	<ul style="list-style-type: none"> <li>• Specific budget line for gender – what proportion of budget</li> <li>• Gender reflected in mainstream</li> </ul>	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	1	1	1

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mainstream budget	budget		council			
<b>Monitoring and evaluation</b>						
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"> <li>• Regular reports to management on gender action plan.</li> <li>• Corrective action taken.</li> <li>• Score card used for benchmarking.</li> </ul>		Reports are made every month on progress made and way forward.	1	1	1
<b>TOTAL</b>				59	53	58