

REPORT
CENTRES OF EXCELLENCE STAGE FIVE WORKSHOP
LESOTHO

COUNCIL: QACHA'S NEK URBAN COUNCIL



DISTRICT: QACHA'S NEK
DATES: 7 – 8 MARCH 2013
VENUE: QACHA'S NEK URBAN COUNCIL OFFICES



Qacha's Nek council members engaging



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Executive summary

This report details the provision of information about the action planning workshop on gender mainstreaming in Qacha's Nek Urban Council. The workshop, which was run for three days, 7th, 8th and 25th March 2013 aimed to train 14 urban councilors and two urban council staff who will be gender focal persons in the council, and it was the continuation of the previous workshop, which was the inception workshop. This workshop focused on stage five.

Objectives

- To progress from gender concepts to gender planning concepts
- To identify key gender issues in all the work of local government
- Build knowledge and skills in local economic development, climate change, care work and Gender Based Violence
- 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

Processes and activities

The programme was spread to cover three days, of which facilitators were tasked to deal with different modules in facilitating the discussions with the participants. The whole process was designed with the purpose of enabling engagement and active participation of all in order to share learning from one another.

Key gender concepts

On the second day the trainers covered gender mainstreaming concepts whereby councilors were trained on how to mainstream gender in local government, addressing gender needs and strategic needs. When discussing gender needs, it was discovered that men do not have more needs that are specific to them as most of their needs affect women also. Moreover, the training covered gender aware policies that consider gender issues as they recognize that women and men have important roles to play in society and gender blind policies that do not consider gender issues as they recognize no difference between sexes.

For this topic, gender mainstreaming concepts, participants were given group work to test their understanding on concepts and every group had to choose one member to make the presentation on what the group had come up with. Besides that, some questions were post to the participants prior to lecturing to test their knowledge on gender mainstreaming concepts.

Gender and the economy

Another topic covered on day two is gender and the economy, the word economy was defined by the house to test the knowledge of participants on different concepts. Again, participants were trained on how women contribute to economy and it was found that women contribute to economy through organizations as they come together in their villages to form different organizations, either profit making or non-profit making organizations. It was also outlined that women contribute to economy through small scale businesses like street-vending, stockvel and others, and this shows that women are a backbone of the country. The training also covered unwaged work done by women and it was discovered that most of those unwaged tasks performed by women contribute highly to the economy because they look after sick people, they are members of support groups in villages which act as home nurses and etc; it was found that men do not like unwaged works because the first thing they think of is what they will bring in so that their families can survive. For this topic, participants were given group work at the end of the session to check whether they had understood the trainer or not.

Discussions

The issue which was raised was that the way children are socialized in Lesotho makes it difficult for a girl child to engage herself in economic activities that will make her life flourish. It was therefore recommended that teachers, parents and local authorities need to join hands in a glove to advance gender equality in order to improve women's economic status.

Local Economic Development

The participants were asked to define Local Economic Development in their own words; then, the discussion on the importance of Local Economic Development, which is the stimulation of economic growth and development in the locality through the integration of local ideas, skills, capacities and resources continued. Thereafter, barriers to women's economic participation were dealt with through the use of the provided case studies in the training manual. This was done hand in hand with an exercise based on extracted provisions from the protocol; page 122 in the training manual.

Sustainable development

On the third day, sustainable development and gender was the module which was done. This was the most challenging module. The participants were asked to define the following terms in their own words: climate change and sustainable development. Thereafter they were asked to link these two concepts.

They defined climate change as weather changes without consistent seasons over a period of time, while sustainable development was defined as better changes which address current problems without destroying the environment the generation to come will also benefit from it. The link between climate change and sustainable development was explained thus: climate change has impact on the environment; for instance, some natural vegetation dies due to inconsistent weather changes; as a result, future generation will not have their needs being met by that vegetation. Therefore, there is no sustainability.

Thereafter, causes of climate change were thrashed out.

They were as follows:

- Burning the grass
- Burning tyres
- Improper methods of cooking like using coal
- Construction of dams
- Chemicals used for farming
- Vehicles exhausts
- Too many vehicles
- Deforestation
- Desertification

The effects of climate change were discussed after having identified its causes.

They were as follows:

- Disaster hazards
- Soil erosion
- Food insecurity
- Water crisis
- Unusual pandemics and endemics
- Poisonous and infertile soil (*It was recommended that pregnant women should stop eating soil*)

The gender dimensions of climate change were discussed afterwards. Heated debate arose where some participants argued that the adverse effects of climate change affect all people equally; others queried those women and children are the most affected groups.

It was eventually agreed that women are the most vulnerable victims of climate change. One of the pointed out reasons was that women, according to our Sesotho family setting, are responsible to ensure that there is food on the table and if climate change perpetuates food insecurity, women would struggle even to eke out a living. Besides, women have to gather firewood for cooking but they are now faced with a great challenge of finding firewood easily because it is scarce. They even have to travel for long distances in an attempt to get firewood, thereby being more vulnerable to sexual assaults. Worst still, Qacha's Nek experiences many calamities recently like heavy snowfalls and tornados; these catastrophes make women live risky lives because shelter and health in general are affected.

Afterwards, the house dwelt on measures to be taken to address climate change. Firstly, it was stated that education to the community about caring and looking after their environment would be the best strategy to mitigate the effects of climate change. Secondly, it was said that it would be very important to have community recycling projects which will help in keeping the environment clean and not exacerbating the effects of climate change at the same time. Finally, it was recommended that it is a role of community councils to lobby the central government to enact environmental protection systems/mechanisms.

Gender Based Violence (GBV)

The last module which was dealt with was Gender Based Violence (GBV) which was defined as, "any harm perpetrated against a person's will that results from power imbalances between males and females, amongst females, and or amongst males." It was further clarified that GBV can also be defined as any act that results in or is likely to result in physical, sexual or psychological harm or suffering including threats or coercion occurring in public or private sphere, among children, youth, adults and the elderly. Gender-Based Violence may be physical, sexual, psychological, economic or socio-cultural.

Gender-Based Violence encompasses but is not limited to the following: Family based violence and Community based violence. Perpetrators of GBV may include family members, community members, friends or those acting on behalf of cultural, and or religious institutions. The most vulnerable victims of violence are principally women and girls.

Apart from that, the trainees were asked to outline forms of Gender Based Violence in Lesotho and the most prevalent ones in their council.

The forms which were listed with exemplifications were:

- **Physical abuse** which is the use of physical force, using weapons or body organs in order to injure or hurt a person. Battering is a clear example of this form of GBV.
- **Sexual abuse** refers to being forced to perform sexual acts that you do not want to do; and or being in the environment that prohibits your freedom due to existing sexual activities taking place. Sexual harassment is an example. Sexual harassment refers to any unwanted activity of a sexual nature that affects an individual's conditions of employment (or learning). This takes place when a victim is specifically pressured to give sexual favors in return for getting work-related opportunities, or avoid negative consequences; it may also occur when organizational members are faced with a hostile environment because of their sex.
- **Reproductive health violence** can be noticed in the case whereby one's reproductive rights are denied; for instance, forced sterilization, forced circumcision, forced pregnancy, infanticide, genital mutilation (more common in females), forced abortion and coercive use of contraceptives.
- **Economical abuse** takes place where a person in a family or community abuses his/her economic power to control other people. This form of abuse includes the following:
 - Rigid control of your finances and assets
 - Withholding your money or credit cards
 - Withholding your basic necessities (food, clothes, shelter, medication, education)
 - Preventing you from working if you are an able-bodied person or choosing your own career
 - Sabotaging your work (making you miss work, calling constantly)
 - Stealing from you or taking your money by force
- **Emotional abuse** is difficult to identify as there are no physical scars on a person, the damage is internal. The victim is emotionally and psychologically impaired. This form of abuse is usually verbal and it stems from use of threats to intimidate, criticize, blame, hurling of insults and being called by ridiculous names. In fact the victim's feelings are dismissed.

Quite often, the victim of this form of GBV is usually silent, not socializing with other people. S/he has low self-esteem, although s/he does not agree that s/he is abused.

Afterwards, it was stated that physical, emotional and sexual abuses are prevalent in Urban Council.

The root causes of Gender Based Violence were discussed and the following were identified:

- Poverty
- Keeping silent of GBV acts (no reporting)
- Inactive legal system
- Inadequate knowledge about GBV
- Abuse of power
- Bad behavior
- Substance abuse
- Promiscuity

Handling of GBV was discussed. It was stated that education to the communities is very important – people need to be taught about GBV in details. This can be done through public gatherings, workshops of Community Based Organizations and peer education. It was also said that people must know their rights and responsibilities as this would mitigate the acts of GBV, for people will report GBV cases. Finally, it was pointed out that an enactment of domestic violence act can be of paramount importance to curb rampant GBV in Lesotho.

Thereafter, an extract of SADC Gender Protocol provisions on Gender Based Violence was given to the participants who were divided into groups. The groups were tasked to show how each provision in the protocol is relevant to their council. Generally, it was found that the relevance of the provisions is very significant in the Urban Council, for the council is faced with a problem of Gender Based Violence which leads to other social and economic problems in the council.

The participants were then sensitized about the commemoration of 16 Days of Activism against Gender Based Violence. They were informed about the purpose of the commemoration and usual activities, though not limited to the ones mentioned, which are carried out during this period. It was proposed that the council should have a plan of the activities it would like to carry out this year during the commemoration of the 16 days, as well as having a specific budget for that.

Amongst the 16 days, **five** days were singled out because of their special significance:

- 25th November – International day against Gender Based Violence
- 1st December – International HIV/AIDS day
- 3rd December – International Disability day
- 6th December – Day when women rights defenders were massacred
- 10th December – International Human Rights day

Outcomes

The trainees have acquired skills and knowledge of engendering all their programmes and projects in their council. They have also learned the importance of transformative leadership in the local setting, as well as gender responsive budgeting.

Conclusion

In conclusion, the Principal District Gender Officer made the closing remarks and thanked all the participants for having sacrificed their precious time and actively participated in the workshop to make it a peculiar success. He further requested the urban councilors to ensure that urban council becomes a better place for everyone by doing all their activities using a gender lens; in that fashion, existing gender gaps in the council would be a history!

Way forward

In response, the Deputy Chairperson of the urban council Ms 'Makhutlang Makatile reiterated that they feel overwhelmed by the presence of Gender Links and the Ministry of Gender for working with them as a council, because it was then they realized that they still had a long way to go, for they want to have sustainable development in their council. Therefore, it dawned on them that active participatory development approach, which engages all people in the community, including women is very essential for visionary development.

It was unanimously agreed that a date for drawing an action plan as well as selecting Gender Committee would be set, and the participants would be informed.

Annexes

Annex A: Programme

DAY/TIME	ACTIVITY	TIME	WHO
DAY ONE:			
14:00 – 14:30	Registration	30 min	Participants
14:30 – 14:45	Opening	15 min	Chairperson of the Council
14:45 – 15:00	Introductions and objectives Expectations from participants To develop guidelines of participation Eyes and Ears	15 min	PDGO
Gender Policy and planning concepts			
15:00 – 16:30	Practical and strategic gender needs Gender mainstreaming Gender Blind and Gender aware policies Gender disaggregated data Gender budgeting	1 hr 30 min	PDGO and Participants
16:30 – 17:00	<i>Plenary discussions</i>	30 minutes	All participants
DAY TWO:			
Gender and the economy			
8.30 – 9.00	Eyes and ears, recap	30 minutes	Councillor
9.00 – 10:30	The unwaged work of women/ care work	1 hr 30 min	PDGO and Participants
10.30-11.00	TEA	30 minutes	
Local Economic Development			
11.00 – 13.00	Gender and local economic development Strategies for local economic development	2 hours	PDGO and Participants
13.00 – 14:00	LUNCH	1 hour	
Sustainable Development (climate change)			
14:00 – 16:30	Definitions/background Impact of Climate change on gender	2 hr 30 min	PDGO and Participants
16:00	CLOSURE		All participants
DAY THREE			
8:00- 8:30	Eyes and ears, recap	30 min	Councillor
Gender Based Violence			
8:30 -10:45	Key GBV provisions in the SADC Protocol on Gender and development GBV as a key service delivery issue	2 hr 15 min	PDGO and Participants
10:45 -11:00	Break	15 min	

DAY/TIME	ACTIVITY	TIME	WHO
11:00 – 11:30	GBV continues	30 min	PDGO and Participants
11:30- 12:00	CLOSURE AND WAY FORWARD	30 min	PDGO and Participants

Annex B: Participants list

NAME	SEX F/M	ORGANISATION	DESIGNATION	PHONE
1. Mokhehle Khojane	M	Qacha's Nek Urban Council	Councillor	59783787
2. Mathato Ramoeletsi	f	Qacha's Nek Urban Council	Councillor	63253636
3. Masheng Moshapane	F	Qacha's Nek Urban Council	Councillor	59359297
4. Maketsia Moliko	F	Qacha's Nek Urban Council	Councillor	59513521
5. Kelebone Ramochela	M	Qacha's Nek Urban Council	Councillor	63088040
6. Mapae Mokonyana		Qacha's Nek Urban Council	Councillor	57406026
7. Ndaba Makoloane	M	Qacha's Nek Urban Council	Councillor	63718454
8. Rapitsi Rapitsi		Qacha's Nek Urban Council	Councillor	59110222
9. Makhutlang Mabatile		Qacha's Nek Urban Council	Councillor	57585212
10. Tholang Thamae	M	Qacha's Nek Urban Council	Councillor	63174822
11. Maletsela Mpiti	F	Qacha's Nek Urban Council	Councillor	63082828
12. Mohlouoa Makafuoa	M	Qacha's Nek Urban Council	Councillor	63251934
13. Thabo Khaha	M	Qacha's Nek Urban Council	Councillor	63153429
14. Mamoshoeshoe Sanya	F	Qacha's Nek Urban Council	Councillor	59182781
15. Qoane Mamolibeli	F	Qacha's Nek Urban Council	Councillor	62099518
16. Sekobi Limphe	M	MGYSR	Driver	
17. Matima Ntjatje	M	MGYSR	Sports Officer	
18. Lisemelo Lemena	F	MGYSR	SIYB	
19. Khaile Mathoka	M	MGYSR	PDGO	

Gender disaggregation

Participants	Male	Female
19	9	10
100%	47%	53%

Annex D: Action Plan- Qacha's Nek Urban Council

MORALO OA TEKANO OA LEKHOTLA LA TOROPO QACHA'S NEK

- *Libaka tse tlamehang ho tlatsoa:*
- *Hobaneng – sepho ke se fe; ho qaloe kae, araba lipotso?*
- *Se ka etsoang – ho hloka 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 hloka hore tsebetso ee e fele?*

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAKA NYO TSA LICHELET E
GENDER POLICY FRAMEWORK								
Ho matlafatsa tsebo malebana le maano le boitlamo boo 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.	Boemo ha ha joale ke bofe ba tsebo ka maano aa? Tsebo e pharaleitse empa ho bacha ha ea pharalla ho lekana 'me bo 'm'e bana le tsebo e fetang bo ntate kaha bo ntate ba ee lipitsong ka bongata kaha bale mosebetsing	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.	Tlaleho holima lenane la lipitso malebana le thuto ka taba tsa tekano	1.Ketelo ea likolo 2. ho sebetsa mmoho le mekhatlo ea banna le ho ts'oara mmoka oa banna 3.ho ts'oara lipitso 4. hobe le ts'alo morao	1.ho ruisa bacha tsebo ka taba tsa tekano,ho felisa taba tsa human trafficking le ho theola litlolo tsa molao le ho theola sekhahla sa tthekefets o 2.Ho etsa hore bo ntate babe	1.Council, CGPU, Marena, lekala la Thuto,Social Developm ent,Mekhato e ikemetseng,lefapha la bacha, Master of high court	1. likolo tse nne ka khoeli tse tharo 2. ho ts'oara mmoka tse peli ka selemo le banna 3. lipitso tse 18 ka selemo 4.selemo ho pota	1.M10,000.00 2.M20,000.00 3.M5,000.00 4.M20,000.00

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAKA NYO TSA LICHELET E
					kapele litabeng tsa tekano ka malapeng le sechaben g le ho nka boikarabel lo mesebetsi ng ea lelapa le ho theola tthekefets o 3. tsebo e phahame ka litaba tsa tekano 4.lenane la litlolo tsa molao li theohe			
Ho netefatsa hore ho na le leano la litabat sa tekano lekhotleng le hore le kengoa tsebetsong	Na hona le leano la litaba tsa tekano ka hara lekhotla le hore na le hlohonolofalitsoe ? Le teng ebile le hlohonolofalitsoe	Laws and policies put in place to enable women to have equal opportunities with men to participate	Council ena le tokomane ea leano	Ho ba le licopy tse ngata e le hore sechaba sohle kahare ho Council babe le leano la tekano	Mekhahlel o eohle ea sechaba ebe le copy ea leano la tekano	Council,Ge nderlinks, ministry of Gender	Likhoeli tse ts'eletseng	M10,000.00
Litaba tsa tekano li fuo maemo a holimo ka hara lekhotla le hore ho	Council e nketse litaba tsa tekano holimo 'me le ofisi e nka		Lenane la basali le banna lea lekana	1.Ho nyolloe lenane la basali boemong ba boetapele ba likomiti	Puso e phethahet seng ena le toka ka	Council	1.January 2015 2.selemo ho pota	M25,000.00

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAKA NYO TSA LICHELET E
na le mothusi oa lekhotla ho ntsetsa litaba tsena pele	boikarabello nts'etsa litaba tsa tekano pele ka ofisiri ea eona. 2. mesebetsi e fanoang ke Council e hira basali le banna ka ho lekana 3. Lekhotla le etsa mesebetsi ho		kahare ho Council	2. ho netefatsa hore mesebetsi e fanoang ke lekhotla e fanoa ho ipapisits'oe le tekatekano	hare ho Council 2. ho fihlela litlhoko tsa mekhahlel o eohle ka hare ho Council			
PUSO								
Kemeli								
Ho nyolla kemeli ea basali likhethong tsa puso ea libaka ho fihlela pehelo ea 50 ka selemo sa 2015.	Kemeli ea bomme e kae lekhotleng? 50%	At least fifty percent of decision-making positions in public and private sectors are held by women; affirmative action measures in effect.	Lenane la banna le basali lea lekana	1.Lekhotla le khothaleitse basali lipitsong ho kenela likhetho 2. Lekhotla le rute sechaba ka bohlokoa ba ho Kenya basali pusong	Lenane la basali ba bonts'ang bana le thahasello ea ho iketela likhetho	Council,Ge nderlinks, Ministry of Gender, Mekhatlo e ikemetsen g	Lipitso tse 18 ka selemo	M15,000.00
Ho netefatsa hore basali ba emetsoe ka ho lekana le banna maemong a ketsa qeto ka hara lekhotla	Ke bomme ba ba kae ba teng maemong a keta- pele ka hara lekhotla? 33%	Policies, strategies, and programmes for building capacity of women to participate effectively through leadership and gender sensitivity training and mentoring.	Ke palo ea basali ba boemong ba keta pele	Likomiti boemong ba boetapele bo khethoe ho ipapisits'oe le tekatekano	Lenane la basali le banna le lekane boemong ba ketapele	Council	January 2015	M0.00
Ho ruta sechaba le ho anetsa tsebo ka bohlokoa ba boteng ba basali pusong, le	Na ho kile ha eba le matsolo a 50/50 kapa a mang feela a tsebisang sechaba ka	Legislative measures and public awareness campaigns to emphasise that women's	Tlaleho ka lipitso ka thuto ka tekano	1.Lekhotla le khothaleitse basali lipitsong ho kenela likhetho	Lenane la basali ba bonts'ang bana le thahasello ea ho	Council,Ge nderlinks, Ministry of Gender, Mekhatlo e		

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAKA NYO TSA LICHELET E
makhotleng a puso ea libkaka.	kemeli ea basali e lekanang le ea banna pusong? Ho joalo	representation and participation are an important component of democracy and good governance.		2. Lekhotla le rute sechaba ka bohlokoa ba ho Kenya basali	iketela likhetho	ikemetsen g		
Political participation								
Ho eketsa kemeli ea basali pusong ka ha maikutlo a bona a sa eloe hloko ka mehla.	Na hona le kopano tsa basali tse etsang mesebetsi e mengata? E ho joalo	Policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	Lenane la basali likomiting tsa mekha	Ho rupella mekha ea lipolotiki ho nyolla maemo a basali mekheng	Lenane le eketsehile ng la basali boetapele ng	Council,IE C, Gender	April 2015	M20,000.00
	Has any networking been done with other women's caucuses? E ho joalo		Lenane la basali likomiting tsa mekha	Ho rupella mekha ea lipolotiki ho nyolla maemo a basali mekheng	Lenane le eketsehile ng la basali boetapele ng	Council,IE C, Gender	April 2015	M20,000.00
Ho matlafatsa banna le basali ho bona hore tekano e teng.	Has there been a skills audit? What kinds of skills exist? Ho joalo	Policies, strategies and programmes for building the capacity of women to participate effectively through leadership and gender sensitivity training and *mentoring.	Lethathamo la batho ba nang le litsebo kahare ho Council	Ho fumana ba nang le litsebo bao Council e senang mabitso a bona	Ho tseba bohle ba nang le litsebo	Council ka ofisi ea Procurem ent	January 2015	M0.00
	Ke thupelo e feng e kileng ea tsoaroa? Ea tekano,tthekefets o,thari		Tlaleho holima thupelo	Ho etsa ts'alo morao ka lithupelo tse kileng tsa etsoa	Ho lokisa moo ho bileng le likhaello	Council,Ge ndelinks,G ender	Nako eohle	M10,000.00
Ho matlafatsa banna litabeng tsa tekano le tsehetso ea bona ho basali.	Ke thuopelo e feng e se kileng ea tsoaroa, bann ban eng ba le	Ensure the inclusion of men in all gender related activities, including gender training and	Tlaleho ea thupelo holima litaba tsa tekano	1.Ho etsoe lithupelo 2. Ho ts'oaroe mats'olo a tekano	Hoba le palo e holimo ea banna ba kenyang	Council,Ge nder	January 2015	M20,000.00

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAKA NYO TSA LICHELET E
	teng be ne ba le bakae? Holima tthekefetso le thari Banna ba 36	community mobilisation.			letsoho litabeng tse tekano			
	Na lipuisano li kile tse tsoaroa le litho tsa lekhotala tse bontate? E ho joalo		Bo ntate ba hlophisa mmoka oa bo ntate	Hoba le kopano ka khoeli	Banna ba be le tsebo e pharallets eng ea litaba tsa tekano	Council	April 2015	M10,000.00
Public participation								
Ho netefatsa hore banna le basali ba nka karolo ka ho lekana pusong ea libaka le litabeng tse sechaba.	Palo ea banna le basali e kae likomiting? Ke banna ba 7 le basali ba 7	At least 50 percent of decision-making positions in public and private sectors are held by women; affirmative action measures in effect.	Lenane la banna le basali lea lekana	1.Lekhotla le khotletse basali lipitsong ho kenela likhetho 2. Lekhotla le rute sechaba ka bohlokoa ba ho Kenya basali pusong	Lenane la basali ba bontsang bana le thahasello ea ho iketela likhetho	Council,Ge nderlinks, Ministry of Gender, Mekhatlo e ikemetsen g	Lipitso tse 18 ka selemo	M15,000.00
	Na hona le manane a banna le basali ba kileng ba ea lipitsong? A teng	Women and men participate equally in all governance structures.	Lenane la batho ba tšileng pitsong	Ho tsoela pele ka lipitso	Tsebo e pharallets eng ea banna le basali holima litaba tsa tekano	Council,Ge nder, CGPU,Gen derlinks	April 2015	M15,000.00
	Na hona le lithupelo tse kileng tsa ts'oareloa lihlopha tsa banna? E ho joalo	Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	Bo ntate ba hlophisa mmoka oa bo ntate	Hoba le kopano ka khoeli	Banna ba be le tsebo e pharallets eng ea litaba tsa tekano	Council	April 2015	M10,000.00

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAKA NYO TSA LICHELET E
MORALO								
To ensure that targeted planning and service delivery takes place in the council women are consulted equally in policy-making processes.	Is the Council's strategic plan gender aware? Ho joalo(needs assessment)		Tokomane ea moralo oa lekhotla	Moralo o phethahatsoe ka moo o leng kateng	Ho matlafatsa bophelo ba basali, bana, bacha le bana	Council	March 2015	M4,000000 0.00
Ho netefatsa hore basali ba kenyelletsoa e le ho aranela lithloko tsa bona moralong	Has the gender desk been involved in the strategic planning process? Have the views of women and men been taken into account in the plan?	Equal participation of women and men in policy formulation and implementation of economic policies.	Tokomane ea moralo oa lekhotla	Moralo o phethahatsoe ka moo o leng kateng	Ho matlafatsa bophelo ba basali, bana, bacha le bana	Council	March 2015	M4,000000 0.00
HO KENYA TABA TSA TEKANO KA HAR'A MANANE A TENG								
Moruo le nts'etso-lepe – Moruo le tlhahiso ea mesebetsi								
Ho etsa bonnete bah ore bohle ba fumana mesebetsi ka ho lekana mesebetsing e hlahisoang ke lekhotla.	Na ho na le lipalo tsa bato ba kileng ba hiroa HO joalo	Equal opportunity: ensure that women and men have an equal chance to participate in and implement economic decisions and policies.	Lethathamola batho ba hirueng ke lekhotla	Ho netefatsa hore basali la banna ba hiroa ka ho lekana	Menyetla e lekanang	Nako eohle	Council	M2,000000 0.00
Ho fana ka tsehetso ea taba tsa tekano To provide gender aware support to the informal sector	How gender aware is council assistance to the informal sector? Council e thusa ka meaho ea	Trade and informal sector: adopt policies and enact laws, which ensure equal access, benefits and	Meaho ea ts'ebetso	1.Ho bafa lithupelo tsa khoebo 2.Ho bafa lits'a tsa khoebo	ho holisa basali khoebong	January 2015	Council, Ministry of Trade	M20,000.00

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAKA NYO TSA LICHELET E
	ts'ebetso leka mmaraka ho bahlahisi	opportunities for women and men in trade and entrepreneurship; take into account the contribution of women in the formal and informal sectors.						
To ensure that women and men have equal access to financial resources	Does the Council have any financial schemes or influence over any financial schemes to assist LED? Are these gender aware? che	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.	Manane a banna le basali ba thusitsoeng ka lichelete	Ho thakhola letlole letla thusa likhoebo tse nyane	Kholo ea likhoebo tse nyane	Trade,Cou ncil,Touris m	Nako eohle	M300,000.0 0
To ensure that women and men have equal access to new technologies for improving the efficiency of their enterprises.	Does the Council have any technology schemes or influence over any technology schemes to assist LED? Are these gender aware? Che	Ensure that women and men have access to modern, appropriate and affordable technology and support services.	Lenane la likhoebo tse sebelisang mararang	Lithupelo holima ts'ebeliso ea marangrang le bohlokoa	Ts'ebeliso ea mararang likhoebon g	Council,tra de	April2015	M50,000.00
Procurement								
To ensure that women benefit equally from the procurement processes which	What proportion of Council tenders over the last year went to women? Is there	Women benefit equally from economic opportunities, including those	Lenane la basali ba fuoeng mosebetsi	Ke ho netefatsa hore banna le basali ba fumana li tender ka ho lekana	Tekatekan o phanong ea li tender	Council	Nako eohle	M0.00

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAKA NYO TSA LICHELET E
they have historically been excluded from.	a policy and or point system in place to redress gaps? Tlhoekiso ea toropo: basali ba 3, banna ba 4	created through public procurement policies.		Procurement e fane ka mosebetsi ka leihlo la tekano	kahare ho Council			
CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT								
Ho netefatsa hore Lekhotla le utluisisa ka ho fetoha ha maemo a leholimo, le litalmorao tsa teng le ho thibela boemo bona.	Has there been a gender aware audit done of climate change and its effects and or likely effects? Ho joalo	Laws and policies: review all policies and laws that determine whether women can access, control, and benefit from, productive resources.	Lipitso tse bileng ka paballo ea tikoloho Lenane la batho ba patalisitsoeng ka ho chesa lekhulo	Lithupelo ka phetophetoho ea leholimo	Tsebo e pharalletseng ho holima paballo ea tikoloho le phetoho ea leholimo	Council, Forestry, Agriculture, Environment, Ministry of Natural resource, DMA,	Nako eohle	M20,000.00
Ho kenyetsa basali e le baetapele libatsoeng tsa poloko ea tikoloho	Are women involved in drawing up policies and plans for "going green" Ho joalo	Equal participation of women and men in policy formulation and implementation of economic policies.	Lenane la basali komiting tsa tikoloho	Ho khothaletsoe basali ho nka karolo likomiting tsa paballo ea tikoloho	Hoba le palo e holimo ea basali ba tsebang ka tikoloho	Council, Forestry, Agriculture, Environment, Ministry of Natural resource, DMA,	Nako eohle	M20,000.00
To involve women in projects and green business ventures, e.g. waste management.	Are there any green business ventures? Che	Women benefit equally from economic opportunities, including those created through public procurement policies.	Lenane la basali ba nang le likhoebo tse baballang tikoloho	Ho rupela le ho khothaletsa basali ka litaba tsa tikoloho	Hoba le likhoebo tse ngata tsa basali tsa tikoloho	Council, Tourism, trade, Agriculture	Nako eohle	M10,000.00
Ho ela hloko litlhoko tsa basali nakong ea tlokotsi le likoluo	How gender aware are existing disaster management plans?	Policy measures to ease the burden of the multiple roles played by women.	Ngoliso ea lenane la batho ba amehileng ke leholuotsoan	Ho be le thepa eka sebelisoang nakong ea tlokotsi	Polokeho ea bophelo ba basali le bana	Council, DMA	Nako eohle	M30,000.00

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAKA NYO TSA LICHELET E
	Ka ho ngolisa tlhaho le boleng ba bona e le ho bafa thuso ba ipapisitse le maemo a bona		a ho ipapisitsoe le tlhaho le botona kappa bots'ehali ba bona		nakong ea tlokotsi			
INFRASTRUCTURE								
Housing								
Ho matlafatsa litokelo tsa basali mobung	What proportion of stands (ERF's) are owned by women? che	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Lenane la basali ba abetsoeng mobu	Ho ruta basali ka litokelo tsa bona mobung	Keketseho ea lenane la basali ba nang le mobu	Council	Nako eohle	M0.00
	Do any policies exist to ensure women's access to land tenure? Ho joalo	Laws and policies: review all policies and laws that determine whether women can access, control, and benefit from, productive resources. Especially with regard to Water and property rights; Land tenure;	Molao oa mobu oa 2010	Ho ruta sechaba ka molao oa mobu	Tsebo ea sechaba ka molao oa mobu	Council	Nako eohle	M5,000.00
Ho matlafatsa tokelo tsa basali phanong ea matlo	What kind of consultation process exists in residential design? N/A	Laws and policies: review all policies and laws that determine whether women can access, control, and benefit from, productive resources.	N/A	N/A	N/A	N/A	N/A	N/A
Metsi,bohloeki le motlakase								

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAKA NYO TSA LICHELET E
To ensure that women, who are disproportionately affected by inadequate service delivery, are provided with affordable access to basic services	What services are currently being provided and at what cost? Tokiso ea phepelo ea metsi=M437,710 . Waste management=M465,055	laws and policies: Review all policies and laws that determine whether women can access, control, and benefit from, productive resources. Especially with regard to Water and property rights.	1.Lipompo tse teng motseng 2.lenane la li dust bin ka hara toropo le motse	Phepelo ea motlakase libakeng tseo o leng siko	Kanetso ea motlakase kahare ho Council	Council,LE C,	Nako eohle	Consult LEC
	What kind of consultation process has there been ipast? Sechaba se boletse litlhoko lipitsong		Tlaleho ea lipitso	Lipitso li tsoele pele ho tso'aroa ho fumana litlhoko tsa sechaba	Ho arabela litlhoko tsa sechaba	Council	Nako eohle	M5,000.00
	What is the current state of service delivery? Phano ea lits'ebeletso esale tlase(lack of funds)		Meralo e so phethahale	Ts'ehetso ea lichelete ho tsoa mmusong o moholo	Phano ea lits'ebelets o ka mokhoa o khotsofatsang	Council,Ministry of Finance	Nako eohle	M80,000000.00
BOPHELO								
Ho etsa bonnete ba hore lits'ebeletso tsa bophelo lia fumaneha bakeng sa bo 'me le bontate	How many mobile clinics are there currently? Which communities do these clinics service? Ho joalo	Legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care.	Palo ea metse e nang le li mobile clinic	Lits'ebeletso tsa bophelo lie e metseng e hole le litsi tsa bophelo	Bophelo bo bottle motseng	Council, Health	Lilemo tse hlano	M1,500000.00
HIV AND AIDS LE BAKULI MALAPENG	TLHOKOMELO EA							
Thibelo								

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAKA NYO TSA LICHELET E
Ho theha lisupo tsa tekano tabeng tsa HIV/AIDS le ho etsa tlhokomeliso ka seoa sa lefu lena ka har'a lekhotla.	Does the Council have gender disaggregated data on HIV and AIDS? Che	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Lethathamo la lihlopha tsa ts'ehetso tse sebetsanang le bakuli ba HIV/AIDS	Ho fana ka thuto ka taba tsa HIV/AIDS	Tsebo e pharalletseng ka litaba tsa HIV/AIDS	Council,Health,Social devt	Nako eohle	M15,000.00
Ho etsa mats'olo a hlokomelising batho ka taba tsa thibelo ea lefu lena	Do prevention campaigns emphasise differences in power relations between women and men? Ho joalo	Develop gender sensitive strategies to prevent new infections.	Lenane la batho banang le ts'oaetso	Ho fana ka thuto ka taba tsa HIV/AIDS	Tsebo e pharalletseng ka litaba tsa HIV/AIDS	Council,Health,Social devt	Nako eohle	M15,000.00
	Do prevention campaigns emphasise the dangers of multiple concurrent partners? Ho joalo		Lenane la batho banang le ts'oaetso	Ho fana ka thuto ka taba tsa HIV/AIDS	Tsebo e pharalletseng ka litaba tsa HIV/AIDS	Council,Health,Social devt	Nako eohle	M0.00
	Is the female condom available? If so where? Ho joalo hama Councilara		Likhohlopo liteng ha ma councilara	Li fumanehe sechabeng	Bophelo bo botle	Council,health, PSI,LENEP WA	Nako eohle	M0.00
Ho etsa bonnete ba hore ho hlokomelisoa batho ka taba tsa ho ile thobalano le batho ba bangata.	How has the municipality participated in awareness campaigns in the past? Has the municipality	Programmes take account of the unequal status of women, the particular vulnerability of the girl child as well as harmful practices	Tialeho ka mmoka o ileng oa tsóara	1. tsálo morao ka thuto e ileng ea fanoa mmokeng le ho tsoela pele ho tsóara lipitso	Ho theola sekhahla sa HIV/AIDS	Council,Health,NGOs	Nako eohle	M30,000.00

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAKA NYO TSA LICHELET E
	actively participated and promote the 16 Days Campaign in the past? Ho joalo	and biological factors that result in women constituting the majority of those infected and affected by HIV and AIDS.						
Ho hlokomelisa sechaba hore litaba tsa tthekefetso ka motabo li ka atisa ts'oaetso ea kokoana-hloko ea HIV le mafu amang.	Are there any awareness campaigns in the Council on the link between gender violence, HIV and AIDS? Ho joalo	Information on services available to survivors of gender based violence AND Laws on gender based violence provide for the comprehensive testing, treatment and care of survivors of sexual offences, which shall include preventing the onset of sexually transmitted infections.	Tlaho ka mmoka e ileng ea tsóaroa	Ho tsoela pele ka ho tsóara limmoka le lipitso hoba hlokomelisa litaba ka tthekefetso ea motabo	Ho theola mafu a thobalano le tthekefets o ka motabo	Council, Health, CGPU and NGOS	Nako eohle	M65,000.00
Ho ruta basali basa tsebeng ka bohlokoa ba ho fumana kalafo ea Post Exposure Prophylaxis (PEP) le lits'ebeletso tsa ts'ohanyetso tsa lithibela pelehi ka mor'a hore ba hlekefetsoe ka motabo.	Is PEP readily available at all health facilities? If not, at how many facilities is it available? Ho joalo	Ready access to post exposure prophylaxis at all health facilities to reduce the risk of contracting HIV.	Lenane la batho ba thusitsoeng ka PEP	Ho tsóara lipitso ho ruta sechaba ka taba tsa PEP	Ho ruisa basali tsebo ka PEP le ho theola sekhahla sa tsóaetso ho basali ba hlekefelits oeng ka motabo	Council, Health, CGPU, NGOS	Jan 2015	M20,000.00

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAHA NYO TSA LICHELET E
Ho ruta basali le banna ho ea tlabolong le ho tseba ka maemo a bona e leng ho ka thibelang ts'oaetso ea kokana-hloko ea HIV ho ata.	What is the % of men and women who go for VCT? Basali=62% Banna=38%	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Lenane la batho ileng tlabolong	Lipitso ho khothaletsa sechaba ho tseba ka maemo a bona le bohlokoa ba hoesa tlabolong	Lenane le lengata la sechabe se tsebang maemo a sona le hore tlabollo e ba thuse ho amohela boemo ba bona	Council, Health,CG PU,NGOs	Jan 2015	M30,000.00
Kalafo								
Ho hlaloha taba ea hose fumanehe ha litsebetso ka ho lekana, haholo ho bo ntate ho fumana litaba tsa kalafo	What proportion of women compared to men access free treatment? 62%	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Lenane la banna ba fumanang litsébetso tsa bophelo tsa mahala	Ho etsa lipitso le mmoka oa banna ho ba ruta bohlokoa ba ho etela litsi tsa bo bophelo	Banna ba phetseng hantle	Council,Health,Mekh atlo ea banna	Jan 2015	M20,000.00
Tlhokomelo								
Ho etsa bonnete ba hore lekhotala sebetso ka tekano tabeng tsa tlhokomelo ea bakuli	What proportion of care givers in the community are women? 78%	Policies and programmes to ensure appropriate recognition of the work carried out by care givers, the majority of whom are women, the allocation of resources and the	Lenane la litho tsa li support group	Ho tsóara lipitso ho khothaletsa banna ho kena li support group le hore Council e fane ka tséhetso ho li support group	Hobe teka tekano ea banna le basali nli support grouping le hore li support group li itjare	Council,Ag ric,Health	Jan 2015	M50,000.00
	Do care givers receive any remuneration Che	psychological support for care givers as well as promote the involvement of men	Lenane le fokolang la litho	Ho khothaletsa Mmuso o moholo ho ba fa litsieane	Lenane le phahameng la banna le basali ho li	Council, Health, Central Gov	Jan 2015	M0.00

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAKA NYO TSA LICHELET E
		in the care and support of people living with HIV and AIDS.			support group			
	What support do care givers receive Haho letho		Lenane la lithupelo tseo ba li tsóaretsoeng	Ho tsoela pele ho ba tsárela lithupelo tse ba matlafatsang	Hoba le li support group tse ikemetseng	Council,Health,Agric	Nako eohle	M60,000.00
	Do care givers receive training? What kind? Haho letho		Lenane la lithupelo	Ho tsoela pele ho ba tsárela lithupelo tse ba matlafatsang le hoba le tsálo morao holima lithupelo tseo ba ileng ba li tsóareloa	Hoba le li support group tse ikemetseng	Council,Health,Agric	Jan 2015	M10,000.00
	Are there any efforts to involve men in care work? Ho joalo		Lenane la banna le nyolohileng la banna li support groupung	Ho tsoela pele ho tsoára lipitso ho khothaletsa banna ho ba litho tsa support group	Hoba le lenane le phahameng la banna kahara li support group	Council,Health,Agric	Lipitso tse 18 ka selemo	M5,000.00
Ts'ebeletso tsa ntlafatso								
Ho etsa lits'ebeletso tsa boithapollo li fihleleha ha bobebe ho bohle, 'me ba una molemo ts'oanang.	What kind of work is/ has been done with women's groups? Papali tsa bochaba	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Lenane la lipapali tse ileng tsa tsóaroa	Council e etse le ho lokisa libaka tsa boithapollo	Basali ba phetseng hantle	Council, lekala la lipapali, tourism	Jan 2015	M3,000000.00
	Are there any awareness programmes or training materials covering parenting responsibilities? If there are, are		Lenane la libuka tseo ho neng ho rupeloa ka tsona	Ho tsoela pele ho tsóara lipitso ho ruta batsoali ka kholiso e nepahetseng ea bana	Bana ba holisoang hantle basa hlekefetsoe, ba tsebang boikarabel	Council,Master of High court,CGPU	Jan 2015	M20,000.00

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAKA NYO TSA LICHELET E
	they gender sensitive? Ho joalo				lo le litokelo tsa bona			
GENDER SPECIFIC PROGRAMMES								
FLAGSHIP PROJECT - THIBELO EA TLHEKEFETSO								
Thibelo								
Ho Kenya letsoho tabeng tsa lipehelo tsa leano la SADC la tekano tsa ho fokotsa tliekefetso ka halofo lekholong ka 2015.	What are the current statistics on GBV in the municipality?	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Lenane la batho ba hlekefelitsoe ng	Ho tsoela pele ka lipitso ho ruta sechaba ka GBV	Litlolo tsa molao tsa tliekefets o li theohe	Council,C GPU, NGOs	Jan 2015	M20,000.00
Karabelo								
Ho Kenya ts'ebetsong meralo e arabelang litaba tsa thibelo ea tliekefetso ka har'a lekhota	Maemo a ho khants'a litereata ke afe lekhotleng? E teng empa e ea fokola	Accessible, effective and responsive police, prosecutorial, health, social welfare and other service to redress cases of gender based violence.	Lenane la mabone	Ho eketsa mabone	Ho khanye busiu mme tliekefets o e theohe	Council, Ministry of works	Jan 2015	M50,00000 00.00
	Are any of the police stations within the municipality equipped (private room, female officers etc) to deal with cases of GBV? *****?	Specialised facilities, including support mechanisms for survivors of gender based violence.	Bosieo ba phaposi ea lekunutu	Ho khotlaetsa mmuso o moholo ho eketsa li ofisi tsa mapolesa	Ba hlekefetsu oa ba tlalehe tliekefets o ka bongata kaha ba tlabe ba lokolohile	Council,Ce ntral Gov	Jan 2015	M3,000000 0.00
	Ha hona private room but there are female officers	Community sensitisation programmes regarding available						

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAKA NYO TSA LICHELET E
		services and resources for survivors of gender based violence.						
		Establish special counselling services, legal and police units to provide dedicated and sensitive services to survivors of gender-based violence.						
Ts'ehetso								
Ho Kenya ts'ebetsong moralo o ts'ehetsang liphofu tsa tthekefetso	Ke libaka tse kae tsa tsireletso le tlhokomelo ka har'a lekhlotla? N/A	Provide specialised facilities, including support mechanisms for survivors of gender-based violence.	Lenane la libaka tse hlokomelang liphofu tsa tthekefetso	Ho hauoe litsi tse hlokomelang liphofu tsa tthekefetso	Bahlekefet suoa ba hlabollohe mmoho	Council, Social Devt	Jan 2015	M5,000000 0.00 nnb
	Ke litsi tse kae tsa tlabollo tse fumanehang ka har'a lekhlotla? Li peli		Lenane la litsi tsa tlabollo	Ho khothaletsa lekalala nts'etso pele ea sechaba h o fana ka bahlanka Councileng	Litsébelets o tse pharaletse ng tsa tlabollo	Council, Social Devt	Jan 2015	M15,000.00
	Ke lingoliloeng le melaetsa e joang e teng e bonts'ang moo thuso e ka fumanehang, me li fumaneha joang? Tsa lipampiri, li maneue maboteng le mamating		ho fumaneha ha tsona litsing	Li fumanehe ka bongata mestseng	Ke hoba le sechaba se nang le tsebo ea hore seka fumana thuso kae.	Council, Social devt	Jan 2015	M2,000.00
Khokahanyo								

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAKA NYO TSA LICHELET E
Ho etsa bonnete ba hore liteko tsa ho felisa tlhekefetso li etsoa ka mokhoa o nang le khokahanyo e ntle.	Na hona le komiti e sebetsang le taba tsa tlhekefetso ka har'a lekhlotla? Ho joalo	Integrated approaches, including cross sector structures with the aim of reducing current levels of gender based violence, by half by 2015.	Lenane la litho	Khokahano e anele kahara lekhlotla le lithupelo ho chorisa litho tsa lekhlotla	Hoba le sechaba se nang le tsebo ka tlhekefetso	Council, Gender, Communication	Jan 2015	M30,000.00
Likhakanyo tsa lichelete								
Ho etsa bo nnete ba hore lekhlotla le etsa likhakanyo tsa lichelete le ho fana ka lisebelisoa molemong oa ho thibela tlhekefetso	Na hona le chelete e abetsoeng ho thibela tlhekefetso Ha e eo		Chelete e abetsoeng ho thibela tlhekefetso	Ho abeloe Lekhotla chelete e lekaneng ele hotla abela thibelo ea tlhekefetso	Tlhekefetso o e theohe kahare ho Council	Council	Jan 2015	M15,000.00
Tlhahlobo le ts'alo-morao ea mosebetsi								
Ho etsa bo nnete ba hore ts'ebetso eohle e entsoeng ea ho thibela tlhekefetso e ea hlahlojoa ho etsaoa le ts'alo morao		Collect and analyse baseline data against which progress in achieving targets will be monitored.						
EMPLOYMENT PRACTICES AND ENVIRONMENT								
Ho eketsa manane a basali ba hiriloeng lekhlotleng.	Ke mehato e feng e nkileong ho netefatsa hore tekano e kongoa ts'ebetsong? Ho hira banna le basali ka ho lekana	At least 50% of decision-making positions in the public and private sectors are held by women including the use of affirmative action measures.	Lenane la banna le basali la batho ba hiriloeng ke Council	Ho netefatsa hore banna le basali ba hiroa ka ho lekana	Tekano e be teng kahara Lekhotla	Council	Nako eohle	M2,000.00

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAKA NYO TSA LICHELET E
	Lipalo lie me joang tsa tekano khahalonong le basebetsi ka har'a Lekhotla? Ke karolo e kae lekholong ea basali le banna maemong a bookameli-karolo ke efe ho ea ka mafapha. 20% banna 80% basali	Review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy.	Lenane la basali khahlanong le banna le lenana la banna le basali boemong ba bookameli	Ho hira banna le basali ka ho lekana le ho phahamisa maemo a bona mosebetsing ka ho lekana	Tekano e be teng kahara Lekhotla	Council,Ministry of Local Gov	Jan 2015	M0.00
	Ke mang ea etsang bo nnete bah ore lipehelo lia fihleloa? Na hoo ho kenyelilitse konterakeng? Komiti ea tekano ha e ea kenyetsoa konterakeng		Boteng ba komiti ea tekano	Hobe le tekano kahara komiti le hore komiti e etse bonnete ba hore maano a tekano a fihleloa	Maano a tekano a phele ka hare ho Lekhotla	Council,Ge nder	Jan2015	M20,000.00
	Na hona le ts'ebetso e se kile ea etsoa sebakeng see? Ho joalo		Lenane la lipitso le mmoka	Lekhotla le anetse taba tsa tekano	Maano a tekano a phele ka hare ho Lekhotla	Council,Ge nder	Jan2015	M15,000.00
	Na mekhatlo e ile ea atameloa?		Lenane la mekhatlo e ileng ea atameloa	Lekhotla le sebetse mmoho le mokhatlo ho anetsa litaba tsa tekano	Maano a tekano a phele ka hare ho Lekhotla	Council,Ge nder	Jan2015	M15,000.00
Khetso le khiri								

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAKA NYO TSA LICHELET E
Ho etsa bo nnete ba hore khetho ea basebetsi le khiraha e khetholle.	What kind of employment equity plan is in existence? Ho shejoa lilemo, botona le bo tséhali, basa sebetseng	Affirmative action measures with particular reference to women in order to eliminate all barriers that prevent them from participating	Lenane la batho ba keneng tsébetsong	Ho etsa bonnete bahore lekhotla le hira lesa khetholle	Tekatekan o khirong	Council	Nako eohle	M0.00
	Ke lipehelo life tse entsoeng ho netefatsa kemeli e lekanang ea basali mafapheng ohle? SADC Protocol	meaningfully in all spheres of life and create a conducive environment for such participation.	Tokomane ea boitlamo ba Council le Genderlinks	Ho Kenya tsébetsong maano a SADC protocol	Kahare ho Lekhotla ho pheloe tekatekan o	Council	Nako eohle	M0.00
	Na tekano e kenyelelitsoe maanong a ts'ebetso? Ho joalo	Eradication of occupational segregation and all forms of employment discrimination.	Lenane la mesebetsi ea lekhotla	Lekhotla le tsoele pele henyha maano an tekano tsébetsong	Kahare ho Lekhotla ho pheloe tekatekan o	Council	Nako eohle	M0.00
	Na banna le basali ba pataloka ho lekana ts'ebetsong e tsoanang? E ho joalo	Equal pay for equal work and equal remuneration for jobs of equal value for women and men; and	Lenane la Batho ba hiruoeng ke Lekhotla ba fumana chelete e tsóanang	Ke hore Lekhotla le tsoele pele hose khetholle basali le banna ka meputso	Meputso e lekanang ea basali le banna	Council	Nako eohle	M0.00
No ho na le leano bakeng sa ho ea setsoetse? Ho joalo	Enact and enforce legislative measures prohibiting the dismissal or denial of recruitment on the grounds of pregnancy or maternity leave.	Lenane la basali ba ileng ba ea phomolong ea setsoetse	Ho tsoela pele ho fa basali nako e lekanang ea hoya setsoetse	Bophelo bo botle ho 'mé le ngoana	council	Nako eohle	M0.00	
Lithupelo								

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAKA NYO TSA LICHELET E
Ho netefatsa hore thupelo e etsetsoa bohanka bohle ba lekhotla le sechaba ka taba tsa tekano	Ke thupelo e fe e se kile ea etsoa? 1.litokelo tsa bana 2.maano a tekano	Ensure equal participation of women and men in decision making by outing in place policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	Tlaleho holima lithupelo	Ho tsoela pele ka lithupelo ho chorisa sechaba ka litaba tsa tekano	Sechaba se nang le tsebo ka litaba tsa tekano	Council	Jan 2015	M20,000.00
Maemo a ts'ebetso le tikoloho								
Ho khothaletsa honka karolo ho basali ts'ebetsong ka ho fana ka ts'ebetso bakeng sa botsoali ka ha botsoali e ntse e le karolo e kholo ea basali.	Ke lits'ebetso li fe tse teng tsa tlhokomelo ea bana ka har'a lekhotla? Lits'ebetso tsa bophelo tsa bana metseng joaloka ho kaloa	Ho fana ba menyetla ea tsireletso ho basali le matsatsi a botsoetse.	Lenane la bana ba fumaneng lits'ebetso tsa bophelo motseng	Ho khothaletsa banna le basali ho ithaopela mosebetsi oa booki ba mahae	Bana ba phetseng hantle	Council,Health	Jan 2015	M0.00
	Ke lits'ebetso tse joang tse teng tsa likolo tsa bana?phepo ea bana		Lenane ba fumanang lijo likolong	Ho khothaletsa bahoebi ho tlatsetsa phepong ea bana	Phepo e nepahetse ng ho bana	Council,Mekhatlo e ikemetseng,Lekala la Thuto, Bahoebi	Jan 2015	M10,000.00
Ho sebetsoa litaba tsa tlhekefetso lekhotleng.	Na ho na le leano le thibelang tlhekefetso? Ho joalo	Ho Kenya tsebetsong likarolo tsa maano le mananeo a hlakisang ka ho nena tlhekefetso hohle, le fana ka kahlolo ho ba etsang tlhekefetso.	Lenane la litlaleho tsa tlhekefetso	Ke ho ts'ara limmoka le lipitso tse ngata tse rutang sechaba ka honena tlhekefetso	Ka 2015 tlhekefetso ebe e theohile	Council,CGPU, Gender,Social Devt	Jan 2015	M20,000.00
TAOLO EA MAFAPHA A TSEKANO								

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKAR ABELLO	NAKO EA TSEBETSO	LIKHAKA NYO TSA LICHELET E
Lits'iea tsa tekano								
Ho thea mafapha a thusang ho Kenya ts'ebetsong litaba tsa tekano, a nang le matla a ho etsa ts'ebetso le ho susumetsa ho nka karolo ha baokameli ka ofela.	Na ho bile le liteko tsa ho Kenya ts'ebetsong mafapha aa? Na hona le komiti ea ts'ebetso ka har'a lekhlotla e shebaneng le litaba tsa tekano? Ho joalo	Batlisisa ka matla ao mafapha a nang le matla a ho etsa ts'ebetso..	Lenane la litho	Khokahano e anele kahara lekhlotla le lithupelo ho chorisa litho tsa lekhlotla	Hoba le sechaba se nang le tsebo ka tlhekefets o	Council, Gender, Communication	Jan 2015	M30,000.00
	Na sehlopha sa ts'ebetso litabeng tsa tekano ho kenyeletsa le motho ea shebaneng le litaba tsa tekano se thehileoe? Ho joalo		Komiti ea tekano le ofisiri litabeng tsa tekano	Ho etsa bonnete ba hore sehlopha se sebetsang litaba tsa tekano sebetsa ka thata ho fihlela maano a tekano	Ho fihlela maano a tekano	Council, Gender, Genderlinks	2015	M25,000.00

Annex C: Evaluation Form

Date: 7-8th March 2013
Venue: Qacha's Nek Urban Council

	SCORE OUT OF TEN
1. PROGRAMME DESIGN	93%
2. PROGRAMME CONTENT	99%
3. DOCUMENTATION	96%
4. FACILITATION	89%
5. GROUP WORK	99%
6. OUTPUTS	87%
7. OUTCOMES AND FOLLOW UP PLANS	79%
8. LEARNING OPPORTUNITY	97%
9. NETWORKING OPPORTUNITY	91%
10. ADMINISTRATIVE ARRANGEMENTS	96%
11. OVERALL	93%

General comments

Sessions found most useful and why

- Gender and local economic development, strategies for local economic development and sustainable development because we strongly believed that if men and women would participate equally in development and address climate change both men and women would benefit equally from economic development of their country, which will turn decrease poverty rate and leads to increase in economy.

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 clarification on gender concepts and ending discrimination against women where they were considered as children.
- The councillors will share the information with the communities
- The councillors would like to have more refresher gender trainings.