

**REPORT**  
**CENTRES OF EXCELLENCE STAGE FIVE WORKSHOP**  
**LESOTHO**

**COUNCIL: MOKHOTLONG URBAN COMMUNITY COUNCIL**



**DISTRICT: MOKHOTLONG**  
**DATES: 6 – 8 MARCH 2013**  
**VENUE: MOKHOTLONG YOUTH RESOURCE CENTRE**





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## **Executive summary**

The report provides information on the workshop held at Mokhotlong Urban council in Mokhotlong district, during the month of March, from 6<sup>th</sup> – 8<sup>th</sup> March 2013. Principal District Gender Officer (PDGO) facilitated the Action Planning workshop (Stage V).

The councillors were taken through stage five of the new COE manual. Stage five is an Action Planning workshop that aimed to enhance understanding of councillors on the following issues: practical and strategic gender needs, gender mainstreaming, gender blind and gender aware policies, gender disaggregated data, gender budgeting, the unwaged work of women, care work, gender and local economic development, strategies for local economic development, impact of climate change on gender, and the key GBV provisions in the SADC Protocol on Gender and Development.

Seven Mokhotlong Community Councillors and Mokhotlong Town Clerk actively participated in the workshop. As indicated on the attached participants' lists (**annex B**) two female councillors, five male councillors and one female Mokhotlong Town Clerk participated in the training. The six Ministry of Gender and Youth staff members (three females and four males) main role was also to assist with workshop logistics and administrative issues. The workshop was held at Youth Resource Centre, Mokhotlong.

## **Background**

Mokhotlong Urban council is situated within Mokhotlong Town in Matamong village. Mokhotlong is a district of Lesotho. Mokhotlong is among the poorest and most remote districts of Lesotho. It is mostly rural.

Mokhotlong Urban Council is one of the chosen Centres of Excellence (COE) councils in Lesotho. Stage V is a follow up stage IV (Inception workshop) that took place from the 5-6<sup>th</sup> March 2013. The inception workshop covered the following topics: key gender concepts, gender and governance and conflict resolution.

### *Objectives*

The objectives of stage IV were as follows:

- Progress from foundation gender concepts to gender planning concepts
- Identify key gender issues in all work of local government
- Build knowledge and skills in the key sector areas such as Local Development, Climate Change, HIV and AIDS, care and GBV
- Apply the knowledge gained to the development of an action plan for the council that is aligned to the SADC Protocol on Gender and Development
- Build gender into policy and practice at the local level.

## **Processes and activities**

The stage V, Action Planning Workshop was facilitated within three days. The training started with a prayer, and registration of participants. Participants then stated their workshop expectations and set the ground rules which include punctuality, and respect that was expected to be demonstrated by all participants. Thereafter above –mentioned objectives of the workshop were unambiguously stated.

### **Gender policy and planning concepts**

This was followed by the exercise on practical and strategic gender needs. Practical and strategic gender needs were clearly defined. Practical gender needs do not challenge the gender division of labour but they are a response to immediate perceived necessity, identified within a specific context whilst strategic gender needs challenge the women subordinate position in society to achieve equality. The participants also learnt about gender blind and gender aware policies. Gender aware policies recognise that women as well as men have an important role to play in their societies whilst gender blind policies do not differentiate between sexes and exclude women. Moreover, the discussion also focused on gender disaggregated data and budgeting.

#### ***Discussions***

Most of the participants mentioned that the session was very informative; as they realised in their daily work they need to promote equality, empower women and challenge women subordinate positions in their societies through mainstreaming gender issues and concerns into development planning. They also mentioned that they need to review their policies and regulations to ensure that they have gender aware policies in place. They also mentioned that their budgeting should advance gender equality, to ensure that existing resources benefit equally both men and women.

### **Gender and economy**

The exercise called 'The lie in the land' assisted participants to realise that although most of the women as compared to men spend most of their time doing multiple roles such as fetching water, gardening, harvesting the crops, caring for the sick and aged and cooking; such work is unwaged work.

#### ***Discussions***

The councillors believed that the fact that women are the ones that are mostly involved in unpaid work is unfair; therefore unpaid work of women such as care work should be remunerated. Lesotho should draw care work policies (gender aware policies), and such policies should be effectively implemented. Participants also mentioned that the council should encourage equal involvement of men in care work/ home based care.

### **Local economic development**

The relevance of SADC Protocol provisions on reproductive resources and employment were clearly reflected. To enrich understanding of participants on community productive resources and employment the 'WAKE UP model exercise' was utilised. Participants were divided into groups to identify the products made or services offered by women in their communities; how those products or services benefit the greater communities; if local

government should be assisting women who produce or provide these types of services; and what kind of support they think local councils should give women.

The concept local economic development was well-defined. Participants also identified the barriers to women economic participation and the strategies that the council could implement to address the identified barriers and advance women's participation at the local level.

### ***Discussions***

The participants mentioned that women economic participation is minimal because they do not have adequate skills or experience to run projects or businesses, they have little or no funding and they are still unable to access funding from the banking institutions, as financial sectors still discriminate against women when they apply for funding. Therefore there is a need to overcome barriers to women economic development and offer business training to women who are interested in business.

## **Sustainable development - climate change**

The concepts climate change and sustainable development were evidently defined. Examples of climate change occurrences and causes of climate change were identified. The discussion also focused on the impact of climate change in Southern Africa such as constrained agricultural production, increasing food crises, changing weather and rainfall patterns, prolonged droughts and increasing water stress. The discussions also explained how climate change is a gender issue and ways of addressing climate change.

### ***Discussions***

The discussions clearly demonstrated that participants grasped that climate is a gender issues, and that women are more vulnerable to the effects of climate change as women constitute the majority of the poor and rely on natural resources. For instance the destroying of nearby forests and dried up rivers force women and girls to walk long distances to fetch water and firewood and could expose them to the risk of being attacked and raped. Therefore the councillors mentioned that there is a need to inform communities about climate change, their impact and how it could be addressed.

## **Gender Based Violence**

Last third day of the workshop aimed to enhance participants understanding of SADC Gender protocol provisions on gender based violence (GBV). The councillors discussed the protocol provisions, and analysed how the provisions are relevant to their council. Discussions also addressed areas such as if GBV is an issue for Mokhotlong Urban Council; what programmes have been embarked to address GBV.

### ***Discussions***

Throughout their discussions it was evident that the councillors work closely with local authorities such as police to address and deal with incidences of GBV. Councillors also mentioned that their action plan will be gender aware and gender sensitive. They also stated that social inclusion programmes and sensitizing communities about GBV prevention and human rights would curb incidences of GBV in their communities.

## **Outcomes**

The following are the outcomes of the workshop:

- Mokhotlong Urban Councillors understand the various types of institutional mechanisms for promoting gender equality; their advantages and disadvantages; and how they form part of a Gender Management System (GMS).
- The participants understood the importance of gender budgeting and were shown practical steps on how to have a gender sensitive budget.
- Participants can identify care work issues and integrate care work into the councils' programmes.
- Participants can identify and implement strategies for addressing gender concerns throughout the Local Economic Development processes.
- Local government stakeholders can identify and address the different needs and priorities of women and men around issues of climate change.
- Councillors understand why gender based violence should be addressed at the local level and what the role of local government is in addressing GBV.

## **Conclusions**

The above mentioned objectives of the training were fully achieved, and through discussions and opinion sharing it was apparent that members of the Mokhotlong Urban Council gained knowledge and skills on how to mainstream gender issues and concerns into their development planning. The workshop enabled the councillors became of aware of the impact of gender issues and concerns on their daily work. They also realised that it is imperative to empower women and allow them to participate equally development and decision-making.

## **Way forward and recommendations**

The councillors will continue to disseminate the message to the communities during their meetings and public gatherings. A one day 'Developing a Gender Action Plan' will be conducted and the workshop will be facilitated by Gender Links Lesotho Country Manager and PDGO. The councillors will be informed about the date and the venue of the workshop.

## 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	<i>TEA</i>	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			

<b>DAY/TIME</b>	<b>ACTIVITY</b>	<b>TIME</b>	<b>WHO</b>
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	
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**

<b>NAME</b>	<b>SEX F/M</b>	<b>ORGANISATION</b>	<b>DESIGNATION</b>	<b>PHONE</b>
Abinyane Tsilo	M	Mokhotlong Urban Council	Councillor	63618905
Sebala Makhahla	M	Mokhotlong Urban Council	Councillor	57172777
Malitsoanelo Mbhele	F	Mokhotlong Urban Council	Councillor	57583662
Karabo None	M	Mokhotlong Urban Council	Councillor	63271451
Thabo Ketheng	M	Mokhotlong Urban Council	Councillor	59899983
Ntho Ntiise	M	Mokhotlong Urban Council	Councillor	64015422
Bojoalo Lebitsa	F	Mokhotlong Urban Council	Councillor	63718454
Nteseleng Mokete	F	Mokhotlong Urban Council	Social Worker Volunteer	63630569
Nkhabu	F	Mokhotlong Urban Council		58916650
Malerotholi Rampa	F	MGYSR	Social Worker Volunteer	64304878
Lenyele	M	MGYSR	General Assistance	63087244
Thato Molomo	F	MGYSR	PDGO	58811257
Mosiuoa Pholo	M	MGYSR	Sports Officer	63290149
Bonny Mosola	M	MGYSR	Driver	62321120
N. Sopeng	F	MGYSR	General Assistant	63900150
Thabo Rajane	M	MGYSR	SIYB	63949464

**Gender disaggregation**

Participants	Male	Female
	9	7
100%	56.25%	43.75%

**Annex D: Action Plan- Mokhotlong Urban Council**

**MORALO OA TEKANO OA LEKHOTLA LA PUSO EA LIBAKA: MOKHOTLONG URBAN COUNCIL ACTION PLAN**

The fields to be completed are:(Libaka tse tlatsoang ke tseena:

- **Why** - What is the objective; starting point, answer the questions? (**Why** – Sepheo ke sefe;ho qaloo kae, araba potso?)
- **What is the indicator** –How will progress towards achievement of this target be measured; for example percentage increase in women’s representation. (**Ke eng e supang** – Ho tla sebelisoa eng ho bonts’a katleho malebana le ntlha-kholo.
- **What is the action** – What needs to be done for the target to be achieved? (**Mosebetsi ke o fe** – Ke eng e lokeloang ho etsoa ho phethahatsa ntlha-kholo?)
- **Who** –Which department/s unit/s is responsible of the action? (**Ke bo mang** – Ke makala a fe a ikarabelang mosebetsing?)
- **When** – What is the timeframe in which this action should be completed? (**Neng** – Ke ka nako e kae mobetsetsi o tlabe o be o felile?)
- **Budget** – What financial resources are required for this action to be completed? (**Moralo oa chelete** – Ke chelete e kae e hlokahalang hore mosebetsi ona o phethahale?)

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	( PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( FIHLELETSOENG	(KE BOMANG	(KA KARETISO EA NAKO	(LIKHAKANYO TSA LICHELETE
GENDER POLICY FRAMEWORK (LEANO LA THEKANO								
(Ho eketsa tsebo ea lekhohla malebana le boitlamo ba naha, likholoho le lefats’e eo naha e e ntseng malebana le SADC Protocol ea tekanyo	(maemo hajoale ke afe? Ha joale Lekohotla la Urban Council ea Mokhotlong le fumane	Melao le maano a tsamaellana le ho fetisa tsebo ho sechaba nakong ea mats’olo ho	Tsebo ea lekhohla malebana le boitlamo ban aha le SADC Protocol ea tekanyo le	Ho ba le thupelo selemo le selemo e le ho ikhopotsa litaba tsa boitlamo ban aha malebana le SADC Protocol ea tekanyo le ntlafatso	Lekhotla le fumane lithupelo ka litaba tsa tekano le tseo naha e li entseng malebana le SADC Protocol ea	Gender links, MGYSR, Mokhotlong Urban Council	2015	M1,500

(SE BATLOANG HO FIIHLELOA/SE FIIHLELETSOENG	( P A P A P I S O K E E F E Q A L O N G	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( F I H L E L E T S O E N G	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAANYO TSA LICHELETE
le ntlafatso le leano la naha la tekano.	lithupelo ka Lekala la Tekano le Mokhatlo ua Gender Links li rupetse ma-councillor ka litaba tsa tekano , le ho eketsa tsebe ea lekhotla le malebana le boitlamo ba naha, likholoho le lefats'e eo naha e e ntseng malebana le SADC Protocol ea tekanyo le ntlafatso le leano la naha la tekano. tsa tekano re li ela hloko letsatsi le le tsatsi, empa ha joale ha re na moralo, maano le molaoana e re tataisang	bonts'a kamono pakeng tsa tekano boikemelong ho Kenya letsoho ha banna le basali tabeng tsa puso ea sechaba ka sechaba, puso e nepahetseng le ho kenya letsoho ha sechaba.	ntlafatso le leano la naha la tekanyo ea eketseha  Reports metsotso	le leano la naha la tekano.  Ho ba le melaoana, action plan e re tsamaisang  Lipitso	tekanyo le ntlafatso le leano la naha la tekano.  Lekhotla le utlouisisa ka botlalo ka litaba tsa malebana le bitlamo ba naha, leo naha e le entseng malebana le SADC Protocol ea le ntlafatso le leano la naha la tekano.  Lethathamo la khiri ea mesebetsing ea urban council mohlala tlhokiso ea toropo			
(Ho etsa bonnete ba hore hona le leano la tekano ka hara lekhotla le bile le kengoa ts'ebetso.	(Nang leano la tekano le entsoe hape le hlohonofalitsoe.	(Melao le maano a teng ho lumella basali hoba le menyetla e	Sets'aontso sa leano la tekano se ba teng mme se	Ho mengoe Ramolao ho thusa ho etsa sets'oants'o sa leano la tekano e le ho tateisa lekhotla	Ho hira batho ka ho lekana, bo mme le bo ntate etc	Town clerk, Ma-councillara, Senior Legal Officer,	31 <sup>st</sup> July 2014	M9000

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	( P KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA- KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( SE FIHLELETSOEN G	(KE BOMANG	(KA KARETSO EA NAKO	(LIKHAKANYO TSA LICHELETE
	Che/ae! Ha joale lekhota le tseba litaba tsa tekano hloko litabeng tsa tsona empa lekhota ha lena leano	lekanang le ea banna)	kengoa ts'ebetsong  Reports le metsotso	ho lekhota ho Kenya litaba tsa tekano ts'ebetsong	Theoho ea likomitjana ea council ea ts'ebetso. Ho na le ma-councillor a mararo a bo mme, ho na le likomiti tse tharo (komiti ea mobu, komiti ea lichelete le komiti ea botho (social committee), mme komiti e nngoe le nngoe e na le mosali. Empa ba- councillor a bo ntate a 7, a mangata ho feta mme Mokhotlong Urban Council.  Council e se e fa bo mme litsa  Basali ho tloha kamora thupelo eo ba e filoeng ke Lekala la Tekano le Gender Links, bo-mme ba ba- councillor ba se ba sebetsana le litiba	Gender officer Mkg le Ofisi ea Gender Links		

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	( P A P A P I S O K E E F E Q A L O N G	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( F I H L E L E T S O E N G	SE (KE BOMANG	(KA KARETISO EA NAKO	(LIKHAKANYO TSA LICHELETE
					tsa litharollo tsa likhokano (conflict management) metseng, ba kenella le litabeng tsa taolo le tsamaiso ea maboela, makhulo. Council e se e fa bo mme litsa			
(Litaba tsa tekano li fuoa sebaka se ka holimo-limo ke kh'ansele hape li 'na le motho a lieteletseng pele oa lipolotiki.	haeo		Motho ea eteletseng litaba tsa tekano , eo e leng mokh'anselar a ua khethoa, l mme litaba tsa tekano se fuoa sebaka se ka holimo limo Metsotso le reports	Litho tsa lekhottla litla khetha motho ea tla etella pele litaba tsa tekano, a ba rupeloe ka litaba tsena	Motho ea joalo o khethuoe ebile hlomelletsoe ka litsebo tabeng tsa tekano.	Macouncilara	31 <sup>st</sup> May 2014	M10 000
GOVERNANCE (Puso Representation(Boemeli								
(Ho eketsa boemeli ba basali ba makh'ants'elara likhethong tse tlang ho bona hore pehelo	(Ke liperesente tse kae tsa basali ba makh'ansera ka kh'anseleng?)	(Bonyane 50% ea mesebetsi ea boetapele a makaleng a 'muso le a	Boemeli ba basali ba makh'an'selara bo ea eketseha	Ho fihlela 50% Lipitso tse khothaletsang	30% representation ea	Mokhotlong urban council; councillors	December 2017	M2000

(SE BATLOANG HO Fihleloa/SE Fihleletsoeng)	(PAPAPISO KE E FE QALONG)	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO)	(SESUPO)	(SEO LOKELOANG HO ETSOA)	(SE Fihleletsoeng)	(KE BOMANG)	(KA KARETISO EA NAKO)	(LIKHAKANYO TSA LICHELETE)
ea 50% ea basali ho puso ea libaka ea fihleloa ka 2015.	Ha joale lekhotla le fihletse 30%	ikemetseng ho sebetsa basali; ho bona hore basali ba teng maemong a ho etsa liqeto.	likhethong tse tlang e le hore bonyane 50% ea basali e ea fihleloa ke puso ea libaka ka 2017  Komiti kangoe etlaba le boemeli ba be mme Reports metsotso	sechaba ho khetha basali kaho ts'oana le banna, litulo tse khethehileng tsa bo 'm'e (special sits for women) ho khothaletsa basali ho ithukhubetsa ka setotsoana lipolotiking le ho ba ts'eetsa.  women's empowerment workshops	basali ka councileng	and Gender Links office		
(Ho bona hore basali ba emeloa ka ho lekana maemong a boeta-pele likh'anseleng.	(Ke basali ba ba kae bao e leng karalo ea boetapele mohlala ho ba balula-litulo tsa likomiti? Mkg urban council ena le bo 'me ba bararo, 'me komiting engoe le engoe 'me o teng. Ha hona a khethetsoeng bolula-litulo.	(Maano le mananeo a ho haha litsebo tsa basali ho kenya letsoho hantle ka litaba tsa boeta-pele and ho ela hloko litaba tsa tekano lithupelong le tataisong.	Boemeli ba basali boetapeleng bo ea eketseha  Lipalo tsa basali ba khethetsoeng betapaele li ea eketseha  Reports le metsostso	Ho khetha basali boetapeleng  Palo ea basali boetapeleng e ea eketseha	Ofisi le ma-councilara etla bona hore bo 'me ba khetheloa boetapele.	Mokhotlong Urban Council, ma-councilara	28 <sup>th</sup> February 2015	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	( PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( FIHLELETSOENG	SE (KE BOMANG	(KA KARETSA EA NAKO	(LIKHAKANYO TSA LICHELETE
(Ho ruta sechaba le ho ba hlokomelisa ka bohlokoa ba hoba le kemeli e ntle ea basali ka kh'anseleng.	(Ho kile ha ba le mats'olo a rutang sechaba a rutang batho ka kemeli e ntle ea basali? Matsolo a joalo a be teng, empa ha be magata	(Mekhoa ea molao le mats'olo a ho elellisoa sechaba ho hatella hore basali ba be le boemeli le ho kenya letsoho ho bohlokoa ma le bana le puso ea sechaba ka sechaba le puso e nepahetseng.	Matsolo a rutang sechaba le ho ba hlokomelisa ka bohlokoa ba hoba le kemeli e ntle ea basali kh'anseleng a aketseha  Reports le metsotso	Ho etsa lipitso le lithupelo e le ho hlokomelisa le ho ruta sechaba ka kemeli e ntle ea basali ka k'hanseng	Lipitso tsa mofuta o joalo lie e li etsoe haho-holo pele ho likhetho	Ofisi ea Lekhotla  Ma-councilara	2016	M15 000
Political participation (Ho kenya letsoho lipolotiking	(Ho kenya letsoho lipolotiking							
(Ho eketsa lipalo tsa basali hobane litle-tlebo tsa bona ha ngata li behelloa ka thoko e be ho sebetsoa tsa mekha ea lipoloki.	Is there a multi party women's caucus?  che	(Maano le mananeo ho etsa bonnete ba hore khapello ea litaba tsa tekano ea fihleloa						
	(Na ho na le menyatla ea khokahanyo e teng le likopano tse ling tsa basali? Kahara makhotla a lipolotiki hona le		Ho eketsa menyatla ea khokahanyo le likopano tsa basali  Metsotso le lireport	Ma-councilara ho fa kappa ho mema Lekala la Tekano le mekhatlo e inkemetseng ho rupela makhatlo ea basali ka litaba tsa tekano	Mokhatlo ua Mafumahali  Mekhatlo ea basali metseng	Ma-councillora.	December 2014	M10 000



(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	( P APAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( F I H L E L E T S O E N G	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAANYO TSA LICHELETE
	makhotla a mafumahali Metseng ka hara lekhotla la mathomo la toropo la Mokhotlong ho na le mekhatlo ea basali							
Ho fa makh'ans'elara a basali matla hore ba khone ho buelella tekano.	(Na ho se kile haeba le ho tlhahlobo ea litsebo? Ke litsebo life tse teng? Che	(Maano le mananeo ele ho thusa basali hore ba nke karalo litabeng tsa boetapele le tsa tekano.						
	Ke lithupelo li feng tse seng li ile tsa etsoa? Lithupelo tsa Mokhatlo ua Gender Links, tse neng li rupeloa ke Lekala la Tekano (Stage 1 -5)		Lithupelo tse fuaong makh'anselara a basali matla hore ba khone ho buella tekano li ea eketseha  Reports, metsotso le participant lists	Basali ba makh'ans'elara ba na le bokhoni ba ho buelella tekano	Basali ba makh'ans'elara ba fuae lithupelo (refresher courses) e le hore ba be le bokhoni ba ho buelella tekano	Lekala la tekano le Gender links	December 2014	M4000
(Ho fa banna matla holima taba tsa tekano le ho	(Ke lithupello life tse seng li entsoeng – ke	(Ho etsa bonnete ba hore banna ba	Lithupelo tseo sepheo sa tsona e le	Ke hore, Makh'ans'elara rupele banna ba	-	Makh'anselara, Ofisi ea Tekano Mkg	November 2014	M 6000

(SE BATLOANG HO FIIHLELOA/SE FIIHLELETSOENG	( P A P A P I S O K E E F E Q A L O N G	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( F I I H L E L E T S O E N G	(K E B O M A N G	(K A K A R E T S O E A N A K O	(L I K H A K A N Y O T S A L I C H E L E T E
sebeletsa ts'ehetso ea bona.	banna ba ba kae ba neng ba kentse letsoho?  Banna ba lekhotla la mathomo la Mkg ba kile ba fumana lithupelo ka litaba tsa Tekano (Gender Trainings Stage 1 – 5) empa bona ha ba so ka ba rupela banna ba bang ba motse ka litaba tsa tekano empa le ha ho le joalo banna ba joalo ka basali ba kenyeletsoa liatbeng tsa tekano  Na ho kile hoaba le lipuisano tsa banna ba lekhotla	kenyeletsoa mesebetsing eohle ea tekano, le lithupelo tsa tekanyo le ha ho bokeletsoa sechaba.	ho fa banna matlaholima litaba tsa tekano le ho sebeletsa ts'ehetso ea bona li ea eketseha  reports	metse ea bona ka litaba tsa tekano ka mekhoha ea lipitso le workshops kappa ba meme Lekala la Tekano le Gender Links				
Public participation (Ho sechaba	kenya letsoho ha							
(Ho etsa bonnete ba hore basali le banna ba kenya letsoho ka	(Basali le banna ba emetsoe	( Bonyane 50% ea mesebetsi ea ho etsa liqeto	Basali le banna ba emetsoe ka	Ke hore bonyane 50% ea mesebetsi ea ho etsa qeto		Makh'ans'ela ra	September 2014	M2000

(SE BATLOANG HO FIIHLELOA/SE FIIHLELETSENG)	(PAPAPISO KE E FE QALONG)	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO)	(SESUPO)	(SEO LOKELOANG HO ETSOA)	(SE FIIHLELETSENG)	(KE BOMANG)	(KA KARETSE EA NAKO)	(LIKHAKANYO TSA LICHELETE)
ho lekana litabeng tsa puso pusong ea libaka le litabeng tsa sechaba.	joang likomiting tsa metseng?  Ha ba na bonnete empa hona le Likomiti tsa mekhatlo metseng, mme mekhatlong e meng litho tsa komiti ke banna le basali. Le musong le mekhatlo e ikemetseng ho sebetsa banna le basali	makaleng a 'muso le a ikemetseng ho sebetsa basali;	ho lekana litabeng tsa puso ea libaka le litabeng tsa sechaba  reports	mekahatlong metseng e be basali				
	(Naa ho na le lipallo tse bonts'ang tekano likopanong tse batlang maikutlo? Che, ha lieo	(Naa banna le basali ba kenya letsoho ka ho lekana ka hara puso.	Ho fumana lipalo tse bonts'ang tekano likopanong tse batlang maikutlo  Metsotso, participant lists le li report	Ke hore kh'ans'ele e boloke lipalo likopanong tse batlang maikutlo, e le ho tseba ho hlokomela hore nang basali le banna ba Kenya letsoho ka ho lekana ka hara puso	Le hoja ho se na lipalo, basali le banna be ee ba batluoe maikutlo metseng e le hore ba kenye letsoho litabeng tsa puso	Makh'ans'elara	Ho tloha March 2014	-
	Ke lithupelo tse kae tse entsoeng le	Ho etsa bonnete ba hore banna ba kenyeletsoa mesebetsing	Ho eketseha lithupelo tse etsoang le	Makh'anselara ba rupela banna ka litaba tsa tekano	Lekala la Tekano le ee le rupela banna ka litaba tsa tekano	Makh'anselara	Februaury 2015	M6000

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	( PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( FIHLELETSOENG	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAKANYO TSA LICHELETE
	lihlopha tsa banna?  Lekala la Tekano , Mokhotlong le ee le etse lithupelo le lihlopha tsa banna	eohe ea tekano, le lithupelo tsa tekanyo le ha ho bokeletsoa sechaba.	lihlopha tsa banna reports					
PLANNING (MERALO								
(Ho etsa bonnete ba hore ha ho etsoa meralo le lits'ebeletso ka kh'anseleng basali ba nkuoa maikutlo .	( Naa moralo oa kh'ansele o kenyelelitse litaba tsa tekano? Moralo oa rona o akaralelitse sechaba feela		Ho etsa bonnete ba hore moralo oa kh'ansele u kenyelelitse litaba tsa tekano	Ke hore moralo ua kahnsele o kenyeletse litaba tsa Tekano	Moralo ua kh'ansele o teng	Makh'anselara Le Town Clerk	1 <sup>st</sup> June 2014	M3000
(Ho etsa bonnete ba hore basali ba botsoa maikutlo ka lithloko tsa bona ha kh'ansele e etsa meralo.	Naa office e sebetsang taba tsa tekano e ile ea kenya letsoho meralong? Naa maikutlo a banna le basali a kenyelelitsoe ho moralo?	(Basali le banna ba kenya letsoho ka ho lekana ha ho etsoa maano leha ho phethahatsoa maano a moruo.						
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES								
Local economic development – The economy and job creation								
ho etsa bonnete ba hore bohle ba	(Naa ho na le lipalo-palo tse	(Basali le banna ba kenya letsoho	Basali le banna ba	Bohle ba fumane menyetla e	Ha joale Kh'ansele e leka kahohle ho	Makh'anselara	Ho tloha March 2014	-

(SE BATLOANG HO FIIHLELOA/SE FIIHLELETSENG)	( P A P A P I S O K E E F E Q A L O N G )	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO)	(SESUPO)	(SEO LOKELOANG HO ETSOA)	( F I I H L E L E T S O E N G )	(KE BOMANG)	(KA KARETSE EA NAKO)	(LIKHAKANYO TSA LICHELETE)
fumana menyetla e lekanang ea mesebetsi	bonts'ang tekano mesebetsing e fanoeng ke lekhotla. Ee, li teng	ka ho lekana ha ho phethahatsoa maano le liqeto ka moruo	fuo menyetla e lekanang ea mesebetsi  Metsotso, le liereport	lekanang ea mesebetsi, mme kh'ansele e tsoela pele ho fa bohle menyetla e lekanang ea mesebetsi	fa banna le basali menyetla e lekanang ea mesebetsi	Le Town Clerk		
(Ho ts'ehetsa baits'ukuli ka taba tsa lekano.	Litabeng tsa ka tekano kh'ansele e thusa baits'ukuli joang? Komiti ea lits'ebeletso tsa sechaba e etsa ka matla ho ts'ehetsa baits'okoli ka hore ha e fana (alimana) ka libaka tsa litente(mecucu) e abela basali le banna ka ho lekana	(Khoebo le baits'ukuli: Ho Kenyeletsa maano le ho etsa melao ho bona hore banna le basali ba una melemo le menyetla e ts'oanang litabeng tsa khoebeong; hlokomela tlatsetso ea basali lefapepheng la baits'ukuli le a mang.	Ho eketsa mekhoha ea ho ts'ehetsa baits'ukuli ka litaba tsa tekano  Metso le li report	Ho tsoelapele ho ts'ehetsa baits'ukuli ba banna le basali ka ho lena	Kh'ansele e hlope, le ho mema litsebi tsa litaba tsa khoebo, e le ho rupela baits'ukuli ka litaba tsa khoebo	Makh'anselara	November 2014	M8000

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	( P APAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( FIHLELETSOEN G	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAKANYO TSA LICHELETE
(Ho bona hore basali le banna ba na le menyetla e lekanang ntlheng ea phumants'oa ea lichelete.	(Naa khansele e na le mekhoha ea chelete kapa ho tsutsumetso holima mekhatlo ea lichelete e teng? Naa li etsa hlokomeliso ka tekano?  Haena mekhoha ea lichelete empa ea susumetsa	(Maano le melao malebana le menyetla, melemo ea lisebelisioa tsa bopheliso ka basali ho bona hore basali bana le menyetla e lekanang le litokelo ho fumana kalimo ea lichelete le lithupelo joalo ka banna.	Basali le banna ba na le menyetla e lekanang ntlheng ea phumants'oa ea lichelete  Reports le metsotso	Kh'ansele e batle mokhoa ua lichelete e le ho thusa mekahtlo ea basali le banna	Ha joale kh'ansele e susumetsa ho fa banna le basali menyatla ea ho fumana lichelete	Makh'anselara le Ofisi ea kh'ansele (Town Clerk)	June 2025	-
(Ho bona hore basali le banna ba na le menyetla e lekanang tabeng tsa marang-rang ho bona hore likhoebo tsa bona lia atleha.	(Naa Kh'ansele e na le marang-rang kapa tsusumetso holima mekhoha ea marang-rang ele ho thusa lihlopha tsee tsa kalimo ea lichete? BEDCO e kile ea bat eng ho rupela baits'okoli	(Ho bona hore basali le banna ba na le menyetla ea marang-rang a nepahetseng, a mehleng ena le a litjeho tse bobebe.	Menyetla ea basali le banna litabeng tsa mararang li ea eketsa mme ba e fumana ka ho lekana	Ho kopa batho ba nang le litsebo ho rupela mekhatlo le baits'okoli ka litaba tsa tla na thusa ho atleisa likhoebo tsa bona le tsa mararang	Banna le basali ba bang metseng ba ee ba fumane lithupelo empa e be e se ka tsusumetso ea kh'ansele	Makh'anse'larara	Febraury 2015	
Procurement(litaba tsa theko/thekiso								
(Ho bona hore basali ba una melemo e lekanang litabeng	(Ke mesebetsi e mekae ea kh'ansele	(Basali ba una melemo e ts'oanang	Ho fumana lipalo lo palo tsa theko le		Boholo ba theko kappa thekiso basali ba ne bas a	Makh'anselara	March 2015	M500

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	( PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( FIHLELETSOENG	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAKANYO TSA LICHELETE
tša thekiso kapa theko eo ho tloha khale ba ne ba sa kenyeletsoe.	lemong se fitileng e filoeng basali? Naa ho na le leano le teng le boning hore basali ha ba sekisetsoe? Ha joale bateng empa ba fokola. Hangata mesebetsi eno ene ntse e fua banna empa basali base ba e fua.	malebana le menyetla ea moruo, ho kenyeletsa le maano a muso a ho fana ka mesebetsi.	thekiso ea mesebetsi ke basali, mme menyetla eo e ea eketseha  Metsotso le li report	Ho khothaletsa basali ba nke menyetla ea ho una molemo litabeng tša thekiso kapa theko eo ho tloha khale ba ne ba kenyeletsoe, mme sena se ka fihleloa ka mokhoa ua liptso le workshop	kenyeletsoe e ntse e fanoa ke banna.			
CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT(litaba tša nts'etso pele le phetoho ea maemo a leholimo								
(Ho bona hore kh'ansele e utolisisa litla-morao tša maemo a phetoho ea leholimo hape ba sebetsana le ho loant'soa litla-morao tša ho fetoha ha maemo a na.	(Na lipatlisiso li ile tša etsoa tša tekano malebana le phetoho ea maemo a leholimo le litla-morao tša teng? che	Melao le maano: ho hlahloba maano le melao e bonts'ang haeba basali ba na le menyetla , matla le ho fumana molemo lintho tša boipheliso.	-	Liphatlisiso li etso ka litaba tša tekano malebana le phetoho ea maemo a leholimo le litlamorao tša teng.	Lithupelo tša Gender links le Lekala la Tekano li re ratile ka litla-morao tša maemo a leholimo, le hore bonts'a hore nang li ama tekano joang.	Makh'ans'elara	June 2015	M1000
(Ho kenyeletsa basali litabeng tša tlhokomelo ea tikolohoho	(Naa basali ba kenyeletsoa ha ho etsoa maano le meralo malebana le tlhokomelo ea	. (Naa banna le basali ba nka karolo ka ho lekana nah o etsa maano	Lipalo tša basali ba hlokomelang tikoloho li ea eketseha	Basali ba tsoelapele ho kenyeletsoa litabeng tša tlhokomelo ea tikoloho	Ha hona leano empa esentse etsuo, basali le banna metseng ba se ba ntse ba kenyeletsoa ho	Makh'anselar a	Ho tloha March 2014	-

(SE BATLOANG HO FIHLELOA/SE FIHLELETSENG)	(PAPAPISO KE E FE QALONG)	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO)	(SESUPO)	(SEO LOKELOANG HO ETSOA)	(SE FIHLELETSENG)	(KE BOMANG)	(KA KARETSE EA NAKO)	(LIKHAKANYO TSA LICHELETE)
	tikoloho le leano la"ho ea botaleng". Ha hona leano empa esentse etsua	libaneg tsa moruo?	Reports le metsotso		hlokomela tikoloho			
INFRASTRUCTURE/Maano								
Housing/lits'a/phano ea matlo								
(Ho holisa litokelo tsa basali malebana le litaba tsa mobu.	(Ke mobu (ERF's) o mo kae o matsohong a basali? Basali ba na le litsa empa ha re na bonnete ba hore ke mobu o mo kae o matsohong a basali	(Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithlakholo.	reports	Ho tsoelapele ho holisa litokelo tsa basali malebana le litaba tsa mobu	Basali ban a le tokelo ea ho fumana litsa	Makh'anselara	Ho tloha March 2014	-
	(Naa hona le maano a teng a thusang hore basali ba be le menenyetla tabeng tsa mobu?  Ha e eo, empa basali ba na le tokelo ea ho fumana mobu	Melao le maano: ho hlahloba maano le melao e bonts'ang haeba basali ba na le menyetla, matla le ho fumana molemo lintho tsa boipheliso.	Maano a thusang basali ba be le menyetla tabeng tsa mobu a bateng mme a kengoa ts'ebetsong  Li report le metsotso	Ho etsa maano a thusang hore basali ba be le menyetla tabeng tsa mobu	Basali bohle ba Lesotho ba na le tokelo ea ho fumana mobu	Makh'anselara	June 2014	M500



(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	( P APAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( FIHLELETSOENG	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAKANYO TSA LICHELETE
		Ha holoholo malebana le; Litokelo tsa metsi le thepa; Mobu						
HEALTH/litaba tsa bphelo								
Ho bona hore litsi tsa bophelo li fumaneha habobe bakeng sa basali.	(Ke litsi tse kae tsa bophelo tse tsamaeang tse teng ha hajoale?  Ka hara Mokhotlong Urban Council ho na le litsi tsa bophelo, ke nnete ho na le libaka tse ling ka hara council tse hole le litsi tsa bophelo, mme ha hona litsi tsa bophelo tse tsamaeang	(Litsi'oants'o tsa molao, maano, mananeho le litsi'ebeletso li matlafatsoe ho ela hloko tekano, bophelo bo bottle hape bo le litjeho tse bobebe bo nang le hlokomelo e batsi.	Litsi tsa bophelo tse tsamaeang lib a teng metseng e hole  Reports le metsotso	Retla buisana le mafapha a amehang ho susumetsa libe teng	Ha joale ha hona litsi tsa bophelo tse tsamaeang empa empa boholo ba sechaba ka hara council ba pele litsi tsa bophelo joalo ka sepetlele.	Makh'ans'elara	2015-16	
HIV AND AIDS AND CARE WORK (HIV LE AIDS LE HLOKOMELO EA BAKULI METSENG								
Prevention(Thibelo								
(Ho fumane mekhoha ea tekano malebana le HIV/AIDS hape ho	(Naa kh'ansele e na le lipalo-palo tsa bakuli ba HIV le AIDS? Chee,	(Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho	Tsebo ka lefu la HIV/AIDS ea eketseha	Ho eketsa tsebo ea sechaba ka taba tsa tekano malebana le HIV/AIDS, hape ho	Makh'anselara ka thuso ea lithupelo tsa Lekala la Tekano le Gender	Makh'anselara	Sept 2014	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	( P APAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( FIHLELETSOENG	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAKANYO TSA LICHELETE
e ketsa tsebo ka lefu lena kh'anseleng.	kh'ansele ha e na lipalo palo tsa bakuli ba HIV le AIDS empa seo kh'ansele e se tsebang ke hore ho na le batho ba phelang le kokoana hloko ea HIV	fihlela lithla-kholo.		batla lipalo-palo tsa HIV/AIDS	links ba utloisisa ka moo ho se lekane ho eketsehlang ts'oaetso ea HIV/AIDS			
(Ho ts'oara mats'olo a thibelo ea lefu lena.	(Naa mats'olo a hatella phapang ea matla pakeng tsa basali le banna? che	Ho etsa meralo elang hloko litaba tsa tekano ele ho thibela ts'oaetsoe ncha.	Matsolo a thibelo a lefu lena a etsoa ke makh'anselara mme a eketseha  Metsotso le li report	Makh'anselara a ts'oara mats'olo le lipitso tsa ho thibela HIV/AIDS	-	Makh'anselara	Ho tloha April 2014 ho fihlela March 2016	M8000
	a ho thibela ts'oaetso a hlakisa litla-morao tsa ho ba le baratuo ba bangata ka nako e le ngoe?		Matsolo a ho thibela ts'oaetso le ho hlakisa litla-morao a etsoa ke makh'anselara a bile a eketseha  Metsotso le li report	Ho ts'oara matsolo le lipitso ho hlakisa litla-morao tsa ho ba le baratuo ba bangata	-	Makh'anselara	Ho tloha April 2014 ho fihlela March 2016	M8000

(SE BATLOANG HO FIIHLELOA/SE FIIHLELETSOENG	( P A P A P I S O K E E F E Q A L O N G	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( F I I H L E L E T S O E N G	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAANYO TSA LICHELETE
	(Naa khohlopo ea basali ea fumaneha? Haeba e teng e fumanoa kae? Che, kanseleng ha e fumanehe		Likhohlopo tsa basali li ea fumaneha kh'anseleng le ho makh'anselara  Metsotso le li report	Ho batla likhohlopo tsa basali mme li fumanehe ka bonolo kanseleng	Leha kh'anseleng e sa fumanehe sechaba se khothaletsoa ho fumana likhohlopo litsing tsa bophelo ka hara kh'ansele	Makh'anselara	Julu 2014	
ts'oaetso ea HIV/AIDS e ka eketseha haholo ka lebaka la tthekefetso ka motabo.	(ho na le mats'olo a hlokomelisang sechaba kh'anseleng ba lebana le nyalano pakeng tsa tlekefetso le HIV le AIDS?  Matsolo a mofuta e joalo a atisa ho etsoa ke Lekala la Tekana le Lekala la bophelo	(Leseli ka lits'ebeletso malebana le mahlatsipa e fana ka botlallo malebana le ho hlahloba le ho hlokomela mahlasipa a hlekefetso ka motabo , ho tla kenyeletsa thibello ea mafua thobalano.	Matsolo a ho beha sechaba leseling ka hore ts'oaetso ea HIV/AIDS e eketseha haholo ka lebaka la tthekefetso ka motabo a eketseha reports	Ho etsa lipitso ho hlokomelisa sechaba hore ts'oaetso ea HIV/AIDS e ka eketseha haholo ka lebaka la tthekefetso ka motabo	Matsolo a mofuta e joalo a atisa ho etsoa ke Lekala la Tekana le Lekala la bophelo	Makh'anselara	January 2015	-
(Ho ruta basali ba senang tsebo hore ba ithlahise ba keng sa ho fumana thusa ea ho thibela ts'oaetso ka setlhare sa(PEP) le ho thibela hoima	PEP e fumaneha ha bobebe litsing tsa bophelo? Haeba, ha ho joalo, ke litsing tsa bophelo tse kae	(Ho fumaneha ha bobebe ha PEP litsing tsa bophelo ho fokotsa ho fumana ts'oaetso.	Batsolo a ho ruta sechaba ka PEP a eketseha	Ho ruta sechaba ka kakaretso ho kenyeletsa le banna le basali ka ho thibela ts'oaetso ka setlhare sa PEP.(lipitso)	E fumaneha ha bobebe litsing tsa bophelo tsa 'muso	Makh'anselara	January 2015	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	( P A P A P I S O KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( F I H L E L E T S O E N G	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAANYO TSA LICHELETE
hang hang ka mora hlekefetso ka motabo.	moo li leng teng? E fumaneha ha bobebe litsing tsa bophelo tsa 'muso							
Ho ruta basali le banna ka hlabollo e sa tlameng e le hob a bonts'a hore ke ntho ea bohlokoa ho thibela ts'oaetso.	(Ke liperesente tse kae tsa banna le basali ba eang ho etsa VCT?  Ha re na bonnete	Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithlakholo.	Ho fumana liperesente tsa banna le basali ba eang ho etsa VCT le bats'olo a ho ruata banna le basali ka VCT a eketseha  Li report	Banna le Basali ba rutoa (lipitso) ka hlabollo e sa tlameng e le ho bonts'a hore ke ntho ea bohlokoa ho thibela ts'oaetso mme le liperesente ba eang ho etsa VCT li ea tsebahala	-	Makh'anselara	August 2014	-
Treatment(phekolo)								
(Ho shebana le taba ea ho fumana ka holekana pheko haholo ho banna ka ha ba le lesisitheho eo batla thuso.	(Ke basali ba bakae ha ho bapisoa le banna ba fumanang monyetla oa pheko ea mahala?  Ha re na lipalo	(Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithlakholo.	Mats'olo a ho khothaletsa sechaba ka kakaretso haholo banna ho fumana pheko a eketseha  reports	Ho khothaletsa banna le basali (ka lipitso) ho fumana pheko le ho fumana lipalo palo tsa banna le basali ba fumanag pheko ea mahala	Ha re na lipalo tsa banna le basali ba fuming pheko ea mahala	Makh'anselara	December 2014	-
Care (Tlhokomelo)								

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	( PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( FIHLELETSOENG	(KE BOMANG	(KA KARETSA EA NAKO	(LIKHAKANYO TSA LICHELETE
(Ho bona hore kh'ansele e buoa ka litaba tsa tlhokomelo ea bakuli	(Ke bathusi ba bakuli ba ba kae motseng bao e leng basali? Boholo ba bathusi metseng ke basali feela ha re na lipalo	(Mananeo le mananeo ho bona hore batho ba hlokomelang bakuli ba ea tlotloa, bao bongata ba bona e leng basali, ho ba fa lisebelisuoa, le ts'ehetso ka taba tsa keello ho bahlakomeli ba ba kula le ho bona hore banna na kenya letsoho ho thusa batho ba phelang le ts'oahetso.	Kh'ansele e khothaletsa banna ho nka karaolo litabeng tsa tlhokomelo ea bakuli  Reports le metsostso	Kh'ansele e etse lipitso ho bua ka tlhokomelo ea bakuli mme batlhokomeli ba bakuli ba rupeloa. Le ho batla palo ea bathusi ba banna le basali. Banna ba khothaletsa ho nka karolo tlhokomelong ea bakuli	Hona le bathusi metseng ka hara kh'ansele	Makh'anselara	June 2014	M5000
	(Batho ba hlokomelang bakuli nang ba ea pataloe? Ha ba pataloe			Kh'ansele e khothaletsa bafani le muso ho patala batho ba hlokomelang bakuli	Batho ba hlokomelang bakuli ha ba pataloe	Makh'anselara	December 2016	-
	(Ke ts'ehetso efe eo batho ba hlokomelang bakuli ba e fumanang? Bafani ba bang ka nako tse ling ba ee ba ba fe thepa e sebelisoang joalo ka li clove ha ho hlokomeloa bakuli		Batho ba hlokomelang bakuli ba sebelisa li clove	Kh'ansele e batle lits'ehetso tsa lichelete e le hore batho ba hlokomelang bakuli ba pataloe	Bahlakomeli ba bakuli ba sebelisa li liatlana ho hlokomela bakuli	Makh'anselara	December 2017	M200 000

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	( PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( FIHLELETSOENG	(KE BOMANG	(KA KARETSA EA NAKO	(LIKHAKANYO TSA LICHELETE
	(Na batho ba hlokomelang bakuli ba fumana lithupelo? tsa mofuta ofe? Lekala la bophelo le ee le ba fe lithupelo		Lithupelo tsa batho ba hlokomelang bakuli li ea eketseha	Batho ba hlokomelang bakuli ba fumana lithupelo	Lekala la bophelo lee le ba fee lithupelo	Makh'anselara, Lekala la Bophelo le Lekala la tekano	August 2014	M12000
	Na ho na le mekutu ea ho kenyeletsa banna tlhokomelong ea bakuli?che		Mekutu ea ho kenyeletsa banna tlhokomelong ea bakuli e ba teng	Ho etsa lipitso e le mekutu ea ho kenyeletsa banna tlhokomelong ea bakuli	-	Makh'anselara	October 2014	-
Social development sechaba	(Ntlafatso ea							
(Ho etsa hore libaka tsa sechaba tsa lipapali lia fihleleha habobe bakeng sa basali le banana basali le banana ba fuaa menyetla e lekaneng ho lisebelisa le ho una molemo ho tsona.	(Ke mesebetsi e fe/ e entsoe le lihlopha tsa basali? libaka tsa lipapali lit eng ka hara kahansele le ha li se ngata	.( Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithlakholo.	Libaka tsa lipapali li ea eketseha mme mme li fihleloa ha bobebe ke bohle ho kenyeletsoa basali le banana	Ho eketsa libaka tsa sechaba tsa lipapali	Ho na le libaka tsa lipapali ka hara kh'ansele	Makh'anselara	November 2018	M30,000
	(Na ho na le mananeo kapa lithupelo tse rutang ka litaba		Lithupelo tse rutang batsoali ka			Makh'anselara	December 2014	M10 000

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	( PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( FIHLELETSOENG	(KE BOMANG	(KA KARETSO EA NAKO	(LIKHAKANYO TSA LICHELETE
	tsa boikarabelo ba batsoali? che		boikarabelo lib a teng					
GENDER SPECIFIC PROGRAMMES (MANANEO A TEKANO								
FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE POREJEKE - HO FELISA THLEKEFETSO								
Prevention(Thibelo								
Ho Kenya letsoho ho tumellano ea tekano ea SADC ea ho fokotsa tlhekefetso ka halefo ka 2015.	Lipalo-palo li reng tsa litaba tsa tlhekefetso ka hara kh'anseleng? Che, ha re na bonnete	Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithlakhoho.	Ho fumana lipalo palo litabeng tsa tlhekefetso ka hara kh'ansele	lipalo-palo ka litaba tsa tlhekefetso ka hara kh'ansele lib a teng	Ha li eo	Makh'anselara	Sept 2014	-
	Kh'ansele ka thuso ea Lekala la Tekano le mekahatlo e ikemetseng e kang Gender Links e ikemiselitse ho Kenya letsoho ho fokotsa tlhekefetso ka halofo ka 2015	(Katamello e kopanetsoe ke mafapha ohle, sepheo e le ho fokotsa tlhekefetso ka halefo ka 2015.	Tlhekefetso ka hara kh'ansele ea fokotseha	-	-	Makh'anselara	Dec 2015	M5000
Public awareness campaigns								
(Ho ruta sechaba ho felisa tlhekefetso.	(Kh'ansele e ile ea kenya letsoho joang nakong e fetileng lets'olong?	Ho thusa le ho ruta ka litaba tsa tekano, sepheo e le ho felisa GBV sechabeng.	Lithupelo tsa ho ruta sechaba ka ho felisa	Sechaba se na le tsebo ea ho felisa tlhekefetso	Matsolo le lithupelo tse joalo li e be li be teng ka hara metse ea kh'ansele	Makh'anselara	Dec 2015	M15000

(SE BATLOANG HO FIIHLELOA/SE FIIHLELETSOENG	( P A P A P I S O KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( FIIHLELETSOENG	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAKANYO TSA LICHELETE
	Kh'ansele e ile ea atlehisa lets'olo la matsatsi a 16?  Metseng e ka hara kh'ansele e lamella Lekala la Tekano ho ruta sechaba ka tlhekefetso		tlhekefetso li ea eketseha					
		(Ho bona hore banna ba ea kenyeletsoa litabeng tsa tekano tse kang lithupelo.	Lithupelo le lipitsotse kenyeletsan g banna litabeng tsa tekano li ea eketseha	Banna kenyeletsoa ba lithupelong tsa tekano	Kh'ansele ha e so etse lithupelo tsa litaba tsa tekano	Makh'anselara	Dec 2015	M10000
Response ((Karabo								
(Ho etsa mesebetsi e thusang ho felisa GBV kh'anseleng	Ho na le mabone seterateng kh'anseleng? Yes empa ese hohle	(Ts'ebesto e ntle ea maponesa, bachochisi, lekala la bophelo bo botle le lits'ebeletso tse ling malebana lelitaba tsa tlhekefetso	Mesebetsi e thusang ho felisa GBV e ea eketseha	Mesebetsi ea ho felisa GBV e teng, mme kh'ansele e sebetsa mooho le mafapa a fapaneng ho felisa tlhefetso	Seponesa, lekala la bophelo le bochochisi se fana ka bosebeletsi ho fokotsa tlhekefetso	Makh'anselara	Dec 2015	
	Ho na le sepolesa kh'anseleng se	Lits'ebeletso tse kopantseng ho thusa						



(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	( P APAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA- KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( FIHLELETSOEN G	SE (KE BOMANG	(KA KARETISO EA NAKO	(LIKHAKANYO TSA LICHELETE
	tsebang ho sebitsana le taba tsa GBV hape na ho na le ntlo eo mahlatsipa a tlisang litaba tsa oona moo a ka phothulohang,le posa la mosali ele ho thusa basali ba bang? Se teng seponesa, mme ho na le maponesa a basali a sebitsanang le taba tsa GBV empa ha ho na ntlo kappa sebaka se bolokang mahlatsipa	mahlatsipa a hlekefetso (mananeo a sechaba a teng le lisebelisuoa a reretsoeng mahlatsipa a litaba tsa hlekefetso	Sebaka se bolokang mahlatsipa se ba teng	Hoba le sebaka se bolokang mahlasipa mme se sereletsehile se na le basebetsi ba nang le litsebo	-	Makh'anselar a a batla lithuso ho aha ntlo e joalo	December 2016	M1000,000
	Mafapha a tlhabollo,molao le la seponesa a teng kaha khansele	( Ho ba le lefapha la tlhabollo, molao le la seponesa a sebitsanang le taba tsa hlekehetso	Ho tsoelapele ho sebetsa le mafapha a tlhabollo, molao le seponesa	Ho tsoelapele ho sebetsa le mafapha a tlhabollo, molao le seponesa	Kh'ansele e na le likamano tse ntle le lefapha la seponesa, tlhabollo, le molao	Makh'anselar a	Dec 2015	-
Support (Thuso								

(SE BATLOANG HO FIHLELOA/SE FIHLELETSENG)	(PAPAPISO KE E FE QALONG)	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO)	(SESUPO)	(SEO LOKELOANG HO ETSOA)	(SE FIHLELETSENG)	(KE BOMANG)	(KA KARETSE EA NAKO)	(LIKHAKANYO TSA LICHELETE)
( Ho nts'etsa meralo ea ho thusa mahlatsipa a tlhekefetso	Ke libaka tse kae tsa ho thusa mahlatsipa kh'anseleng? Ha re tsebe lipalo palo empali teng	( Hana ke libaka tse kenyeletsang ho thusa mahlatsipa a hlekefetso	Ho fumana lenane la libaka tse thusang mahlatsipa	Ho ba le lipalo tsa libaka tse thusang mahlatsipa	-	Makh'anselara	August 2014	-
	( Ke litsi tse kae tsa tshabollo tse teng ka hara kh'anseleng? Litsi liteng le hoja re sa tsebe palo		Ho fumana lenane la litsi tsa tshabollo tse teng ka hara kh'ansele	Ho ba le lipalo kappa lenane la litsi tsa tshabollo	Ha joale ho na le litsi tsa tshabollo le ha ke sa tsebe lenane	Makh'anselara	August 2014	-
	Ho na le lingoloa tse teng moo ba ka fumanang leseli hape ba li fumana joang?  Li teng, batho bohle ba ka fumana lingoloa Lekaleng la Tekano, seponesa etc	-	Makh'anselara a na le monyetla a ho fumana lingoloa ho libala le ho li sebelisa ho thusa mahlasipha a tlhekefetso	Ho sebelisa lingoloa le ho thusa mahlasipha a tlhekefetso	Ha joale kh'ansele e fumane koettliso le lingola ho tsoa ho lefapha la Tekano le Mokhatlo Gender Links	Makh'anselara	June 2014 Ongoing	-
Coordination (Khokahanyo)								
( Ho bona hore mesebetsi e etsoang bakeng sa ho felisa tlhekefetsoe e ea hokahanyoa	( Hona le komiti e sebetsang le taba ea GBV? Che, ha e eo	Katamello e kopaneng ho mafapha ohle, sepheho e le ho fokotsa	Kh'ansele e theha komiti e sebetsang le taba tsa GBV, mme	Komiti e sebetsang le taba tsa tlhekefetso e ba teng	-	Makh'anselara	Dec 2014	-

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	( PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( FIHLELETSOENG	(KE BOMANG	(KA KARETSA EA NAKO	(LIKHAKANYO TSA LICHELETE
		hlekefetso ka halefo ka 2015.	litho e ba boemeli ba sechaba, makala a muso le mekhatlo e ikemetseng					
Budget allocation (Kabelo ea chelete								
(Ho bona hore kh'ansele e na le chelate e ka thusang ho ho sebetsana le GBV	(Ho na le chelete bakeng sa mosebetsi oa litaba tsa tlhkefetso ka hara kh'anseleng? che		Kh'ansele e ba le chelete e ka thusang ho sebetsana le litaba tsa GBV	Khan'sele e be le chelete ea ho sebetsana le litaba tsa GBV	Ha joale kh'ansele e ntse e sebetsana le litaba tsa GBV le hoja e sena budget e ketholohileng ea ho sebetsana le litaba tsa GBV	Makh'anselara	2015-16	M30000
Monitoring and evaluation (Ts'alo morao								
(Ho bona hore ts'ebetso ka GBV e na le ts'alo morao	Kh'ansele e sebetsana le litaba tsa GBV	(Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithlakholo.	Ts'alo morao ea ts'ebetso ea GBV ea eketseha		Ha e be le ts'aolo morao	Makh'anselara	December 2015	M2000
Best practices (mekhoa e metle								
( Ho bonts'a mekhoe e metle ea ho sebetsana le GBV	Kh'ansele e sebetsana le litaba tsa GBV		Ke hore Kh'ansele e tsebe ho bonts'a mekhoe e metle ea ho	Ke hore kh'ansele e record kappa ho ngola mekhoe e metle ea ho sebetsana le litaba tsa GBV	Ha joale kh'ansele e ntse e sebetsana le litaba tsa GBV	Makh'anselara	November 2014	M3000

(SE BATLOANG HO FIIHLELOA/SE FIIHLELETSENG)	( P A P A P I S O K E E F E Q A L O N G )	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO)	(SESUPO)	(SEO LOKELOANG HO ETSOA)	( F I H L E L E T S O E N G )	(KE BOMANG)	(KA KARETSE EA NAKO)	(LIKHAKANYO TSA LICHELETE)
			sebetsana le litaba tsa GBV	Kh'ansele e fumane lithupelo e le ho ntlafatsa mekhoha ea ho sebetsana le litaba tsa GBV				
EMPLOYMENT PRACTICES AND ENVIRONMENT(Khiro le maemo mesebetsing)								
(Ho eketsa boemeli ba basali ba hiriloeng ke kh'ansele	( Ke mehato efe e nkiloeng tabeng tsa tekanno ha ho etsoa meralo ea ts'ebetso  Ha re na bonnete, empa Town Clerk ke mosali  Ho na le basali ba bararo ba bakh'anselara, le komiti tse tharo mme komiti e nngoe le nngoe e na le boemeli ba mosali	(Bonyane 50% ea basali ba litulong tse ka pele tsa ho etsa liqeto pusong le makaleng a ikemetseng.	Boemeli ba basali ba hiriloeng ke kh'ansele bo ea eketseha, bonyane ea basali balitulong tse ka pele tsa ho etsa liqeto le makaleng a ikemetseng	Makh'anselara ho etsa lipitso le lithupelo ho khothaletsa mala a ikemetseng le puso ho eketsa palo ea basali litulong tse kapele tsa ho etsa qeto	Town Clerk ea Mokhotlong Urban ke mosali.  Basali ba makh'anselara ba le boemeli likomiting tse tharo tse ka hara kh'ansele mme ban a le monyatla ua ho etsa liqetao	Makh'anselara	Dec 2015	M10000
	(Lipalo-palo tsa tekano tsa basebetsi kh'anseleng li	(Ho hlahloba maano le melao e bonts'ang haeba basali ba	Molula setulo kappa motlatsi ua	Ho khothaletsa basali ba makh'anselara ho ba	Ho na le likomiti tse tharo ntsa Lekhotla mme Komiti e nngoe le	Makh'anselara	January 2015- 2017	-

(SE BATLOANG HO FIIHLELOA/SE FIIHLELETSENG)	( P A P A P I S O K E E F E Q A L O N G)	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO)	(SESUPO)	(SEO LOKELOANG HO ETSOA)	( F I H L E L E T S O E N G)	(K E B O M A N G)	(K A K A R E T S O E A N A K O)	(L I K H A K A N Y O T S A L I C H E L E T E)
	<p>eme joang? Ke basali le banna ba kae litulong tse ka pele? Batho boholo ba sebetsang kh'anseleng ke basali, mme setulo sa boetapele kh'aseleng ke mosali (Town Clerk)</p> <p>Ho na le basali ba bararoro ba bakh'anselara mme bana le boemeli likomiting tsa lekhotla tse tharo</p> <p>Motlatsi le bolula setulo ke banna</p>	<p>na le menyetla , matla le ho fumana molemo lintho tsa boipheliso. Ha holo malebana le litokelo tsa metsi le thepa.</p>	<p>hae e be mosali.</p> <p>Ho eketsa palo ea basali ba bakh'anselara</p>	<p>balula setulo kappa bahlatsi</p> <p>Ho eketsa palo ea basali ba makh'anselara, bonyane ho fihlela 50%</p>	<p>enngoe e na le boemeli ba mosali. Makh'anselara ka kaaretso a 10; a 7 ke banna mme a 3 ke basali</p>			
Selection and recruitment (Khiro								
Ho netefatsa hore basali ba hiroa ka ho lekana ka menyatla e tsoanang	<p>( Ke moralo o joang ea k'hiro ka tekano o teng?</p> <p>Che meralo e joale ha e</p>	<p>Affirmative action measures .( Ho na le se etsoang ho bona hore basali ba kenyeletsoa mafapheng ohle</p>	<p>Ke ha kh'ansele e na le moralo o tataisang mak'anselara ho hira ka tekano</p>	<p>Ho ngola moralo</p>	<p>Kh'ansele e leka ka hohle hore banna le basali ba uno molemo litabeng tsa khiro ka ho lekana</p>	<p>Makh'anselara</p>	<p>August 2014</p>	<p>M3500</p>

(SE BATLOANG HO FIIHLELOA/SE FIIHLELETSOENG	( PAPANISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( FIIHLELETSOENG	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAKANYO TSA LICHELETE
	nngooe e mpa kh'ansele e leka ka hohle ho fa banna le basali monyetla ea ho una molemo litaba tsa khiri	a bophelo le ho bona hore maemo a renang a fa basali menyetla oa ho kenya letsoho.						
	( Ke lipehelo li fe tse teng ho bona hore basali ba emeloa ka ho lekana mafapheng ohle?  Le hoja lipehelo tse joalo li sa ngola fats'e kh'ansele ha ena le mosebetsi e etsa bonnete bah ore basali le banna mafapheng ohle		Kh'ansele e ngola lipehelo ho etsa bonnete bah ore basali le banna ba emeloa ka ho lekana mafapheng ohle	Ho ba le tokomane ea lipehelo, mme e kenngoa ts'ebetsong	Kh'ansele e etsa ka matla hore basali le banna ba emelloa ka ho lekana mafapheng ohle	Makh'anselar a	August 2014	M1500
	Na tekano e kenyellelitsoe maanong? Che empa kh'ansele ts'ebetsong ea letsatsi le letsatsi e ela	Ho felisa mefuta eohle ea kethollo mesebetsing	Maano/ leano le teng letatisang ho Kenya tekano ts'ebetsong ea letsatsi le letsatsi	Tekano kenyeletsoa maanong	kh'ansele ts'ebetsong ea letsatsi le letsatsi e ela hloko litaba tsa tekano	Makh'anselar a	Dec 2015	

(SE BATLOANG HO FIIHLELOA/SE FIIHLELETSENG)	(PAPAPISO KE E FE QALONG)	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO)	(SESUPO)	(SEO LOKELOANG HO ETSOA)	(SE FIIHLELETSENG)	(KE BOMANG)	(KA KARETSE EA NAKO)	(LIKHAKANYO TSA LICHELETE)
	hloko litaba tsa tekano		Ke hore kh'ansele e etse bonnete bah ore tekano e kenyeletsoa maanong					
	Na basali le banna ba pataloa ka ho ts'oana?  Ee, basali le banna ba pataloa ka mokhoa o ts'oanang	(Ho patala ka mokhoa o ts'oanang ho basali le banna	Reports le metsotso	Ho tsoelapele ho patala basali le banna ka mokhoa o ts'oanang	Ha joale basali le banna ba ntse bapataloa ka mokhoa o ts'oanang	Makh'anselara	ongoing	-
	Leano le reng ka litaba tsa ho ea setsoetse? Leano la 'muso kappa la tsebetso le lumelang makh'anselara le basebetsi ba kh'ansele ho nka nako ea phomolo, nakong ea setsoetse	(Ho ba le melao e thibelang ho tebeloa ha basali ha ba ile setsoetse, ho le ho se hireo ha ba le mmeleng.	Leano le lirepoto	Ho tsoelapele ho lamella makh'ansela ho nka nako ea phomolo ha e le batsoetse	Leano la 'muso kappa la tsebetso le lumelang makh'anselara le basebetsi ba kh'ansele ho nka nako ea phomolo, nakong ea setsoetse	Makh'anselara le kh'ansele	Ongoing	-

(SE BATLOANG HO FIIHLELOA/SE FIIHLELETSOENG	( P A P A P I S O KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( FIIHLELETSOENG	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAKANYO TSA LICHELETE
Capacity building (Ntlafatso ea litsebo								
( Ho bona hore lithupelo li ba teng ho ruta basebetsi le sechaba ka tekano	( lithupelo li fe tseo e seng li entsoe? Ha e eo, empa bang ba basebetsi ba e ba nke karolo lithupelong tsa tekano tse fanoang ke Lekala la Tekano le Gender Links	(Ho netefatsa hore basali ba kenya letsoho le banna ka ho lekana ketso qetong ka ho ba maano le mananeo a netefatsang ho kenyeletsa litaba tsa tekanyo.	Lithupelo tsa ho ruta basebetsi le sechaba li ea eketseha	Ho etsa bonnete bahore basebetsi le sechaba ba rupeletsoe ka tekano		Makh'anselar a a mema litsebi ho fana ka thupelo e joalo	Dec 2015	M15000
Work conditions and environment (Maemo a mosebetsi								
( Ho bona hore basali ba kenya letsoho mesebetsing ka kotloloho mosebetsing ka ho ba fa ts'ehetso hobane boikarabello ba batsoali le bona bo tsoelapele bo le mahetleng a basali.	( ke litšebeliso li fe tse teng tsa tlhokomelo ea bana? Kahara kh'ansele ho na le likolo tsa lokonyana etc	Ho sireletsa litokelo tsa banna le basali ba batsoetse ha ba le setsoetse (e ka ba monna kapa mosali)	Lits'ebeliso tsa tlhokomelo ea bana li ea eketseha	-	-	Makh'anselar a	December 2015	M30000
( Ho sebetsana le litaba tsa hlekefetso ka motabo kh'anseleng	(Na ho na le maano a melebana le tlheketso ka motabo?	(Ho ba le melao, maano, mananeo a thibelang tlhekefetso ka motabo le ho	Ke hore kh'ansele e be le maano le mananeo a thibelang tlhekefetsole	Ho ngola maano e le ho thibela tlhekefetso ka motabo	Kh'ansele e Kenya letsoho e le ho thibela tlhekefetso ka motabo	Makh'anselar a Lekala la Tekano	Dec 2014 ongoing	M12000



(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	( P APAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA- KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( SE FIHLELETSOEN G	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAKANYO TSA LICHELETE
	<p>Che ha re na mano a joale empa kh'ansele e sebetsana le ho kenya letsoho thibelong ea tthekefetso ka motabo</p> <p>Empa le ha ho le joalo mafapha ohle a kahara Mokhotlong urban kh'ansele a ntse a tataisoa ke molao ua naha o sebetsanang le litlolo tsa molao tsa thobalano (Sexual Offences Act 2003) ts'ebetsong ea letsatsi le letsatsi</p>	ahlola bahlekefetsi	ahlola bahlekefetsi	Ho etsa lipitso le lithupelo e le ho thibela tthekefetso ka motabo		Gender Links		
	(Ho na le mekhoha ea tšereletso ha joale?? Seponesa kaha kh'ansele se		Ho ba teng hoa litsi tsa ts'ireletso	Khan'sele ho batla chelete e le ho aha litsisetsi sa ts'ireletso ka hara kh'ansele	-	Makh'anselara  Ofisi ea kh'ansele	Dec 2016	M300000

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	( P APAPISO KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( FIHLELETSOENG	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAKANYO TSA LICHELETE
	fana ka mokhoa ua ts'ireletso ho mahlasipha							
GENDER MANAGEMENT SYSTEM (HO MANAJA TEKANO								
Gender structures (Tekano								
Ho ba le mafapha a sebetsanang le tekano le ho bona hore a na le matla a ho etsa mebesetsi le hore ba be le tšehetso ea baokameli .	( na ho se ho theuo mafapha a sebetsang le tekano?  A teng joalo ka Lefapha la TEKANO	( Ho theha le ho matlafatsa litaba tsa tekano e le ho kenyeletsa litaba tsa tekano mererong le meralong	Lefapha la Tekano le teng kahara khansele	Lekhotla le tla tsoelapele ho sebetsa mmoho le lefapha la Tekano le mafapha a joalo ka hara kh'ansele	Kh'ansele e sebetsa mmoho le lefapha la Tekano	Makh'ansera	Dec 2015	-
	(Ho na le komiti ka kh'anseleng ea litaba tsa tekano?  Ha joale komoti e joale ha e eo		Ke ho bat eng hoa komiti ea tekano ka hara kh'ansele	Komiti ea tekano ea theohoa ka hara kh'ansele	Le hoja kh'ansele e se na komoti ea tekano, e sebetsana le litaba tsa tekano	Makh'anselar a le ofisi ea kh'ansele	July 2014	M1500
	(Ho na le komoti e sebetsanang le tekano: na GFP(gender Focal e teng?		Ke ho bat eng hoa komiti ea tekano ka hara kh'ansele	Komiti ea tekano ea theohoa ka hara kh'ansele	Le hoja kh'ansele e se na komoti ea tekano, e sebetsana le litaba tsa tekano	Makh'anselar a le ofisi ea kh'ansele	July 2014	M1500
Budget, monitoring and evaluation (Moralo oa chelete le ts'alo morao								

(SE BATLOANG HO FIHLELOA/SE FIHLELETSENG)	(PAPAPISO KE E FE QALONG)	SADC PROTOCOL TARGET – 2015 (LINTLHA-KHOLO TSA LEANO LA TEKANO)	(SESUPO)	(SEO LOKELOANG HO ETSOA)	(SE FIHLELETSENG)	(KE BOMANG)	(KA KARETSE EA NAKO)	(LIKHAKANYO TSA LICHELETE)
(Boitlathlhubo molemong oa hore ho be le ts'alo morao le ho bona hore tekano ea fihleleha)	Ho na le lipalo-palo ka botona le bots'ehali? Lipalo-palo tseo lia sebelisoa? Re na le tse ling.	(Ho netefatsa hore tekano e ea kenyeletsoa maemong ohle a meralo ea chelete le ts'alo morao e ea phethahala)	Ho ba le lipalo palo tsa sechaba ka botona le ka botse'ehali ka hara kh'ansele	Lipalo palo ka botona le ka bots'ehali lit eng e le ho tataisa moralo le tsamaiso ea lichete	-	Town Clerk, le makh'anselara	December 2014	M5000
(Ho bona hore lisebelisoa li teng ho tla sebetsana le taba tsa tekano)	(Na ho na le meralo ea chelete ho bona hore tekano e teng? Cheha eeo)	( Ho netefatsa hore mereralo ea chelete ea naha le metseng e elloa lithloko tsa basali le banna; le patlisiso ea ts'ebeliso ea lichelete ho bonts'a hore na li sebelisoa li fano joang banna le basali	Meralo ea lichelete ho bona hore tekano e ba teng	Ho etsoa meralo ea lichelete ho bona hore tekano e teng	Kh'a nsele e leka ho netefatsa hore basali le banna ba una molemo ka ho lekana licheleteng	Town Clerk le makh'anselara	August 2014	M6000
	Na basali le banna ba una molemo e ts'oanang ea meralong ea chelete? Kh'ansele e leka hore basali le banna ba una molemo	Moralo ua lichelete o elang hloko lithloko tsa banna le basali o ba teng	Ho ba le moralo ua lichelete o elang lithloko tsa banna le basali	Kh'ansele e etsa moralo ua lichelete o elang lithloko tsa banna le basali hloko	Ha joale kh'ansele e etsa ka matla ho ela hloko lithloko tsa banna le basali	Town Clerk le makh'anselara	August 2014	M5000

(SE BATLOANG HO FIHLELOA/SE FIHLELETSENG	( P KE E FE QALONG	SADC PROTOCOL TARGET – 2015 (LINTLHA- KHOLO TSA LEANO LA TEKANO	(SESUPO	(SEO LOKELOANG HO ETSOA	( SE FIHLELETSENG	(KE BOMANG	(KA KARETSE EA NAKO	(LIKHAKANYO TSA LICHELETE
	moralong ua lichelete							

**Annex D: Evaluation form**

**DATE: 6-8<sup>TH</sup> MARCH 2013**  
**VENUE: YOUTH RESOURCE CENTRE, MOKHOTLONG**

	<b>SCORE OUT OF TEN</b>
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.