

REPORT
CENTRES OF EXCELLENCE STAGE FOUR AND FIVE WORKSHOP

LESOTHO

COUNCIL: NTSUPE COUNCIL

DISTRICT: QACHA'S NEK



DATES: 29 - 31 JULY 2014
VENUE: NTSUPE COUNCIL OFFICES





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Executive summary

This report seeks to provide information about the action planning workshop at Ntsupe Community Council. The workshop ran for two and half days from the 29th – 31st July 2014. The stage 5 workshop was a follow up on the stages 4 workshop which had just ended the same day. The new COE training manual was used as a guide throughout the training.

Background

Ntsupe council is found in the district of Qacha's Nek, one of the remote districts of Lesotho south of the country. It is one of the councils which has been combined with other councils and it has a very high number of councilors with twenty nine councilors, 14 of which are women and 15 men. The buy-in took place in February 2014. There were 30 participants who attended the workshop, which included 16 women and 14 men (**see annex B**). The workshop was conducted for two and half days, from the 29th – 31th July 2014. The new COE training manual on gender mainstreaming in local government was used as a guide throughout the entire workshop.

The participants also completed evaluation at the end of the workshop in order to assess the importance and the value of workshop. **Annex C**.

Objectives of the action planning workshop

- 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.

Process and activities

The programme was spread to cover two and half days, of which facilitators were tasked to deal with different modules in facilitating the discussions with the participants under stage five (**Annex B**). The whole process was designed with the purpose of enabling engagement and active participation of all in order to share learning from one another.

Gender Mainstreaming Concepts

Gender mainstreaming concepts were introduced to participants by firstly examining the gender needs and strategic needs. The practical gender needs were defined as the needs that women identify with in their socially accepted roles within the society. The strategic needs were defined as those that women identify with because of their subordinate position to men in their society. They are needs that gender division of labour, power and control and may include such issues as legal rights, domestic violence, equal wages and women's control over their bodies. The topic made councilors to discover the women's needs are more than those of men. The needs of men are not specific to them as most of their needs affect women also.

The other concepts that were defined include gender mainstreaming. It was defined as a process of assessing the implications for men and women of any planned action in all areas and at all levels. Gender mainstreaming is done in order to make sure that women and men benefit equally in all aspects of life so as to promote gender equality. Gender blind policies recognizes no difference between males and females while the gender aware policies are those that recognize that women as well as men have an important role to play in society and therefore may have interests and priorities which may sometimes conflict with each other. Gender disaggregated data refers to statistics kept by sex gender management systems and gender budgeting.

Gender and the economy

The topic was introduced by asking the participants to define the word economy as to test the knowledge of the participants on different concepts. All the definitions that were giving by the participants all summed up to one word which is "money". Then the participants read the two exercises on the "lie of the land" and the "job description of a house wife". The two exercises made the participants to become aware that even though women do most of the work, there is no value attached to it and therefore is often not recognized as work. They pointed out that it is common practice that women who stay at home in their villages classify themselves as not working yet they are always going up and down doing different chores which they are not paid for.

In the job market women are found mostly in low paying jobs which are of a care nature such as nursing, clerical and secretarial work, nursery school and primary school. This is also as a result of the kind of education and the career paths that women tend to follow as compared to men. However the participants pointed out 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.



Care work

Care work was discussed as one of the areas where women are mostly found in large numbers than men. In all there electoral divisions about ten percent of care givers are male with ninety percent consisting of women. This is because society assigns to men work that pays and at the moment care work in Lesotho is voluntary and men often think doing it denies them an opportunity to engage in paying jobs. Another issue that deter man into venturing into care work is that the Basotho are socialized in such a way that all the work that is of care nature is done by women as it relates to the reproductive work because they are the ones who give birth to children. One of the duties of the care givers in Lesotho is to make sure that pregnant women and nursing mothers go to clinics and men often take this as the women's field. Moreover, caregivers get little training and usually do not have access to materials to work with and women normally find a way of dealing with this lack of materials as sometimes they bring them from their own homes, a man would not know what to do under those circumstances.

Local Economic Development

Local Economic Development was defined as the process by which public, business and non-governmental sector partners work collectively to create better conditions for economic growth and employment generation with the aim of improving the quality of life for all. The "WAKE UP model" was used to illustrate to the participants that most of the things they use on daily basis involve money flowing out of their locality. The participants expressed their frustrations about producing goods within their locality as there are no resources and infrastructure for production because their council is located in the remote rural areas. The barriers to local economic development participation are usually felt more by women because they already face multiple forms of discrimination. Some of the barriers to women's effective participation in local economic development in Lesotho include restrictions on access to finance due to lack of collateral and record of previous business success or high interest.

For a long time in Lesotho women were legal minors and were not allowed to obtain credit or even enter into contracts. It was only in 2006 when the Legal Capacity of Married Persons Act was enacted and most women especially those living in the rural areas are still not aware that their legal statuses have changed. Another barrier to women's participation is the multi-tasking that leaves women with no free time or energy for participation in economic affairs. The participants maintained that they can help in advancing the women economic development by engaging in measures to ensure that women benefit from the economic activities that are provided within the council such as allocation of tenders for companies run by women.

Climate change and sustainable development

Under this 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 for the generations to come so that they could also benefit from the environment. 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.

The causes of climate change were stated by the participants as followed:

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

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 make 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. Shortages of water also affect women more because girls and women are the ones that usually have to travel long distances to fetch water. Climate change causes different types of illnesses and this increases the women's burden as they are the ones who are the care givers and take care of the sick.

The measures to be taken by the council to address climate change were states as follows:

- Educating the community to care and look after their environment would be the best strategy to mitigate the effects of climate change.
- 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

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 participants 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.
- **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.

The most prevalent forms of violence at the council were stated as physical, sexual and emotional abuses.

In order to reduce the prevalence of GBV within the council, the councilors stated that there is need to educate the communities – 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 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.

The Gender Action Plan

The councilors went ahead and prepared the gender action plan for the council.

Outcomes

The trainees have acquired skills and knowledge of engendering all their programs and projects in their council. They acknowledged the importance of keeping the gender disaggregated data as well as the gender budgeting. They also learned about the importance of involving men in care work as well as taking account of the work of women in calculating the country's cross domestic production. For local economic development the participants have become aware that producing goods and services within their locality can assist them to eradicate poverty and reduce unemployment and migration. They feel

that now they have to be committed to take part in the efforts to reduce the impact of climate change. Finally they feel motivated to engage in activities that are aimed at reducing gender based violence such as sixteen days of activism marked annually from the 25th November to 10th December.

Conclusion

It can be concluded that it is very important to mainstream gender in local government activities as this will help in achieving gender equality in the country. All people need to be actively involved in development and their needs have to be addressed in all spheres of development. The participants also gained more knowledge of the SADC gender protocol and how it affects them as agents of development within their communities

Way forward

Follow up workshops will be conducted to equip the councilors with more knowledge and skills on how best they can mainstream gender in their activities and to further disseminate information to the communities.

Annexes

Annex A: Programme

DAY/TIME	ACTIVITY	TIME	WHO
DAY ONE:			
Gender Policy and planning concepts			
14:00 – 15:30	Practical and strategic gender needs Gender mainstreaming Gender Blind and Gender aware policies Gender disaggregated data Gender budgeting	1 hr 30 min	GL Officer & 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	Gender and the Economy		

DAY/TIME	ACTIVITY	TIME	WHO
	The unwaged work of women/ care work	1 hr 30 min	GL Officer & 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	GL Officer & Participants
13.00 – 14:00	LUNCH	1 hour	
Sustainable Development (climate change)			
14:00 – 16:00	Definitions/background Impact of Climate change on gender	2 hrs	GL Officer & Participants
DAY THREE			
8:00- 8:30	Eyes and ears, recap	30 min	Councillor
Gender Based Violence			
8:30 -10:30	Key GBV provisions in the SADC Protocol on Gender and development GBV as a key service delivery issue	2 hr 15 min	GL Officer & Participants
10:30 -11:00	Break	30 min	All
11:00 – 13:00	Gender Action Plan	30 min	GL Officer & Participants
13:00- 14:00	LUNCH	1 hr	ALL
14:00-15:30	Gender Action Plan continued		GL Officer & Participants
15:30-16:00	Closing	30 min	GL Officer & Participants

Annex B: Participants

NAME	SEX F/M	ORGANISATION	DESIGNATION	PHONE
1. Manjosi Eleke	F	Nts'upe Council	Councillor	63642070
2. Kali Phatela	M	Nts'upe Council	Councillor	59109661
3. Mants'eliseng Mofolo	F	Nts'upe Council	Councillor	63616537
4. Matsepo Mofubets'oana	F	Nts'upe Council	Councillor	63305642
5. Mants'ane Taunyane	F	Nts'upe Council	Councillor	63776111
6. Mokhethi Mokhethi	M	Nts'upe Council	Councillor	57080278
7. Maitumeleleng Sehloho	F	Nts'upe Council	Councillor	59529896
8. Mamatseliso Makonyane	F	Nts'upe Council	Councillor	56144781
9. Mamoneri Nkore	F	Nts'upe Council	Councillor	58143230
10. Realeboha Rapuleng	M	Nts'upe Council	Councillor	63168875
11. Tefo Lehakoe	M	Nts'upe Council	Councillor	57936537
12. Thabang Letele	M	Nts'upe Council	Councillor	56131899
13. Nothaemese Jonase	F	Nts'upe Council	Councillor	59206153
14. Mapoloko Mice	F	Nts'upe Council	Councillor	57767249
15. Maqoatho Hanese	F	Ntsupe Council	Councillor	64306036
16. Pali Hlothoane	M	Nts'upe Council	Councillor	63533388
17. Mmalle Letsie	M	Nts'upe Council	Councillor	57028367
18. Mokoto Ramoeletsi	F	Nts'upe Council	Councillor	67142129
19. Mathabang Mokatsa	F	Nts'upe Council	Councillor	59907776
20. Molengoa Molati	M	Nts'upe Council	Councillor	
21. Tsepo Moorosi	M	Nts'upe Council	Councillor	63945570
22. Leeto Mollo	M	Nts'upe Council	Councillor	62733161
23. Posholi Mokhachane	M	Nts'upe Council	Councillor	62777720
24. Makhola Lekhetho	M	Nts'upe Council	Councillor	57505860
25. Maphallang Hlothoane	F	Nts'upe	Councillor	67192795
26. Masekake Khetsi	F	Nts'upe	Councillor	58049654
27. Sechaba Lebino	M	Nts'upe	Councillor	56700264
28. Tlai Tlai	M	Nts'upe	Councillor	59867710

29. Manthabeleng Mabetha	F	Gender Links	Country manager	22316755
30. Ntolo Lekau	F	Gender Links	Programme Officer	22316755

Gender disaggregation		
Participants	Male	Female
30	14	16
100%	47	53

Annex C: Gender action plan

MORALO OA TEKANO OA LEKHOTLA OA PUSO EA LIBAKA LA NTS'UPE COMMUNITY COUNCIL

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

- *Why - What is the objective; starting point, answer the questions? (Why – Sepheo ke sefe; ho qaloa kae, araba potsa?)*
- *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	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
GENDER POLICY FRAMEWORK (LEANO LA THEKANO								

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
(Ho e ketsa tsebo ea lekhlotla malebana le boitlamo ba naha, tikoloho le lefats'e eo naha e le ntseng malebana le leano la litaba tsa tekano.	(Maemo hajoale ke afe? Lekhotla le ne le sa tsebe ka tumellano ea litaba tsena tsa tekano le hore li tekenetsoe	Melao le maano a tsamaella na le ho fetisa tsebo ho sechaba nakong ea mats'olo ho bonts'a kamono pakeng tsa tekano boikemelong ho Kenya letsoho ha banna le basali tabeng tsa puso		Ka ha lekhlotla le se le rutoe ka litaba tsa tekano le leano le tlo ntsetsa thuto ena sechabeng	Lekhotla le tlo etsa potoholo ea lipitso ele ho tsebaha leano lena	Lekhotla Ofisi ea tekano ka hara setereke Mekhatlo e ikemetseng	Ke taba e lokelonag ho buoa ka eon aka linako tsohle	M10,000

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
		ea sechaba ka sechaba, puso e nepahets eng le ho kenya letsoho ha sechaba.						
(Ho etsa bonnete ba hore hona le leano la tekano ka hara lekhlotla le bile le kengoa ts'ebetsong.	(Na lekhlotla le na le leano la tekano le entsoeng hape le hlohonofalits oe. Lekhotla ha le na leano lejoalo	(Melao le maano a teng ho lumella basali hoba le menyetla e lekanang le ea banna		Lekhotla le tlo ngola leano la tekano le tlo tsamaisa lekhlotla	Lekhotla le tlo sebetsa mmoho le bohlinka ele ho bopa leano le joalo	Lekhotla Bohlinka ba lekhlotla	Sept-Nov	-

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
(Litaba tsa tekano li fua sebaka se ka holimo-limo ke kh'ansele hape li 'na le motho a lieteletseng pele oa lipolotiki.	Lekhotla ha joale ha lena motho a ikarabellang litabeng tsa tekano ka kotloloho			Litaba tsa tekano ke boikarabello ba litho kaofela ka hara lekhotla kaha ha ho so khethoe komiti kapa batho ba ikarabellang teng	Lekhotla le tla buisana ka ho khetha komiti e tla sebetsa le litaba tsa tekano	Litho tsa Lekhotla	Sept-Oct	
GOVERNANCE (Puso								
Representation(Boemeli								
(Ho eketsa boemeli ba basali ba makh'ants'elara likhethong tse tlang ho bona hore pehelo ea 50% ea basali ho puso ea libaka ea fihleloa ka 2015.	(Ke liperesente tse kae tsa basali ba makh'ansera ka kh'anseleng? Basali -14	(Bonyane 50% ea mesebetsi ea boetapel e makaleng a 'muso	Lipalo tsa basali ka khanseleng tse phahameng	Ho ntsetsa thuto e teng sechaba ele hob a hopotsa ka bohlokoa ba kemeli ea	Lekhotla le tlo sebetsa le sechaba ele ho hopotsa molemo oa basali	Lekhotla Sechaba	Nako eohle	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	Banna-15	le a ikemetse ng ho sebetsa basali; ho bona hore basali ba teng maemong a ho etsa liqeto.		basali ka hara lekhotla				
(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? Molula setulo-M	(Maano le mananeo a ho haha litsebo tsa basali ho kenya letsoho hantle ka litaba tsa boeta-	Lipalo tsa basali tse teng ka hara likomiti tsa lekhotla	Lekhotla le tla sebetsa ka thata ho bona hore basali baba teng likomiting tse tsamaisang lekhotla		Lekhotla Sechaba	Nako eohle ha ho khethoa likomiti	

(SE BATLOANG HO Fihleloa/SE Fihleletsoeng	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE Fihleletso ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	Motlatsi-M Mobu-M Social service-M Finance-M	pele and ho ela hloko litaba tsa tekano lithupelo ng le tataisong .						
(Ho ruta sechaba le ho se hlokomelisa ka bohlokoa ba hoba le kemeli e ntle ea basali ka hara kh'anseleng.	? (Ho kile ha ba le mats'olo a rutang sechaba ka kemeli e ntle ea basali? Ha ho sobe le matsolo a joalo	(Mekhoa ea molao le mats'olo a ho ehellisoa sechaba ho hatella hore basali ba be le boemeli le ho 19enya letsoho		Lekhotla le tla ruta sechaba ka bohlokoa ba kemeli e ntle ea basali ka hara lekhlotla		Lekhotla Sechaba Boralipolot iki	Nako eohle	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
		ho bohlokoa ma lebana le puso ea sechaba ka sechaba le puso e nepahets eng.						
Political participation (Ho kenya letsoho lipolotiking								
(Ho eketsa lipalo tsa basali hobane litletlebo tsa bona ha ngata li behelloa ka thoko e be ho sebetsoa tsa mekha ea lipoloki.	Naa ho na le mekhatlo ea basali ba ikopantseng?) Ho na le mekhatlo e mengata ea basali ba ikopantseng	(Na ho na le menyetla ea khokahan yo e teng le likopano tse ling tsa basali?	(Maano le mananeo ho etsa bonnete ba hore khapello ea litaba tsa tekano ea fihleloa	Ho khothaletsa basali ba kene mekhatlo e joalo		Lekhotla ka litho tsa basali Mekhatlo e fapaneng	Nako eohle	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	leha ele hore hase ka tsustsumetso ea lekhotla	Ha joale ha li eo						
				Ho khotlaetsa basali ho fumana menyetla e joalo		Sechaba haholo sa basali Litho tsa lekhotla tsa basali		
Ho fa makh'ans'elara a basali matla hore ba khone ho buelella tekano.	(Na ho se kile haeba le tlhahlobo ea litsebo? Ke litsebo life tse teng?)	Ha ho sobe le tlhatlhob o e joalo	(Maano le mananeo ele ho thusa basali hore ba nke karalo litabeng tsa boetapele	Lekhotla le Kenya tsitsinyo ea hore litaba tsa tekano li kenyelletso moralong oa lekhotla le ho fa basali monyetla oa ho etella	Lekhotla le tlo sebetsa ka thata ele ho bona hore basali ba kenella litaba tsa tekano baba kapele le likomiting tse joalo	Lekhotla Offisi ea lekala la tekano la hara setereke	Nako eohle	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELETE
	Ke lithupelo li feng tse seng li ile tsa etsoa?	Ha ho so be li lithupelo tse joalo bakeng sa basali	le tsa tekano .	litaba tse joalo pele	Lekhotla le tla fereha mekhatlo e ikemetseng ele ho bona na b aka se etsetse basali lithupelo kaha hajoale ha ho sobe le lithupelo tse joalo		Oct	M12,000
(Ho fa banna matla holima taba tsa tekano le ho sebeletsa ts'ehetso ea bona.	(Ke lithupello life tse seng li entsoeng – ke banna ba ba kae ba neng ba kentse letsoho?	Ke thupelo ea ho qala ena ea Gender Links eo basali le banna	(Ho etsa bonnete ba hore banna ba kenyelets oa mesebetsi ng eohle ea		-Lekhotla le tla batla mekhatlo e ikemetseng haholo ea banna e ka thusang lintho tsa banna tsa lekhotla ho utloisisa litaba		Sept-Dec	M15,000

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
		eleng karalo ea thupelong e buoang ka litaba tsa tekano			tsa tekano ka botebo.			
			tekano, le lithupelo tsa tekanyo le ha ho bokeletso a sechaba.					
	Naa ho kile hoa ts'oaroa lipusano tsa banna feela?	Ha ho so ts'oaroe lipuisano tse joalo						
Public participation (Ho kenya letsoho ha sechaba								
(Ho etsa bonnete ba hore basali le banna ba kenya letsoho ka ho lekana	(Basali le banna ba emetsoe joang	Basali ba emetsoe hantle likomiting	(Bonyane 50% ea mesebetsi ea ho etsa	Ho ruta basali ka bohlokoa ba bona le ho amohela ha	Sechaba se fuae thuto ka bohlokoa ba		Nako eohle	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
litabeng tsa puso pusong ea libaka le litabeng tsa sechaba.	likomiting tsa metseng?	tse teng metseng	liqeto makaleng a `muso le a ikemetseng ho sebetsa basali;	ba khethoa likomiting	litaba tsa puso ea libaka			
	(Naa ho na le lipalo tse bonts'ang tekano likopanong tse batlang maikutlo?	Eea,banna le basali ba nka karolo ka ho lekana	(Naa banna le basali ba kenya letsoho ka ho lekana ka hara puso.	Ho matlafatsa sechaba litabeng tse joalo	Lekhotla le tla tsoela pele ho khotlaetsa banna le basali ho nka karolo litabeng tsa sechaba haholo tse ba amang	Lekhotla	Nako eohle	
	Ke lithupelo tse kae tse entsoeng le lihlopha tsa banna?	Lithupelo li etsetsoa banna haholo litabeng	Ho etsa bonnete ba hore banna ba kenyelets oa mesebetsi		Lekhotla le tla khotlaetsa banna ho nka karolo litabeng tsa tekano	Lekhotla	Bonyane ka mora khoeli tse tharo	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	Ha ho sobe le lithupelo tse joalo	tsa bohokela Sepolesa ke sona se etsang lithupelo bakeng sa litaba tsa mahokela	ng eohle ea tekano, le lithupelo tsa tekanyo le ha ho bokeletso a sechaba.		Lekhotla le tlo sebetsa le sepolesa ele ho bona hore banna le basali ka ho tsoana ba rut aka litaba tsa bohokela	Sepolesa Mahokela Lekhotla		
PLANNING (MERALO								
(Ho etsa bonnete ba hore ha ho etsoa meralo le lits'ebeletso ka kh'anseleng ho nkuoa maikutlo a basali.	(Naa moralo oa kh'ansele o kenyelelitse litaba tsa tekano?	Ho nkuoa litlhoko tsa sechaba eseng tsa basali ka ho khethola ha		Lekhotla le tla khothaletsa sechaba haholo sa basali ho tsamaea lipitso ele ho etsa bonnete bah ore maikutlo a		Lekhotla Sechaba marena	Nako eohle ha ho etsoa meralo kappa litlhoko tsa sechaba	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
				bona a eloa hloko				
(Ho etsa bonnete ba hore basali ba batloa maikutlo ka lithloko tsa bona ha kh'ansele e etsa meralo.	Naa office e sebetsang taba tsa tekano e kenya letsoho meralong? Naa maikutlo a banna le basali a kenyelelitsoe ho ho raloa?	Lekhotla ka litho tsa lona le nka litlhoko ho tsoa ho banna le basali ka ho tsoana	(Basali le banna ba kenya letsoho ka ho lekana ha ho etsoa maano leha ho phethahatsoa maano a moruo.	Litlhoko tse nkuoeng metseng koana ho sechaba	Lekhotla le tlangola moraloo oa litaba tsa tekano	Lekhotla		
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES								
Local economic development – The economy and job creation								

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
ho etsa bonnete ba hore bohle ba fumana menyetla e lekanang ea mesebetsi	(Naa ho na le lipalo-palo tse bonts'ang tekano mesebetsing e fanoeng ke lekhotla- Lekhotla le na le lipalo palo tse joalo	(Basali le banna ba kenya letsoho ka ho lekana ha ho phethaha tsoa maano le liqeto ka moruo	Lipalo tsa banna le basali ba fuoe mesebetsing	Nako eohle ha o fanoa ka mosebetsi ho lokela ho hiroa banna le basali ka palo tse lekanang		Lekhotla	Nako eohle	
(Ho ts'ehetsa baits'ukuli ka taba tsa tekano.	Litabeng tsa ka tekano kh'ansele e thusa baits'ukuli joang? Lekhotla ha le so etse letho le ka thusang baitsukuli	(Khoebo le baits'ukuli: Ho Kenyelets a maano le ho etsa melao ho bona hore banna le basali ba		Lekhotla le tlo etsa moralo o kenyelletsa baitsukuli		Lekhotla	-Sept-Dec	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A- KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/ E	LIKHAKA NYO TSA LICHELET E
		una melemo le menyetla e ts'oanang litabeng tsa khoebeo ng; hlokomel a tlatsetso ea basali lefapeph eng la baitš'ukul i le a mang.						

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO 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 mekhoe ea chelete kapa tsutsumetso holima mekhatlo ea lichelete e teng? Naa li etsa hlokomeliso ka tekano? Ha hona mekhatlo e joalo	(Maano le melao malebana le menyetla , melemo ea lisebelisoa tsa bopheliso ka basali ho bona hore basali bana le menyetla e lekanang le litokelo ho fumana kalimo ea lichelete le		Lekhotla le tlo sebetsa le batho ba ka fanang ka lithuso tsa lichelete ele ho khahlametsa baitsukuli		Lekhotla Bafani	Nako eohle	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
		lithupelo joalo ka banna.						
(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	(Ho bona hore basali le banna ba na le menyetla ea marang-rang a nepahetseng,a mehleng		Lekhotla le tla leka ho ipatelela lithuso ho bafani ele ho fumana na baka thusa lekhlotla joang litabeng tsa marang rang		Lekhotla Bafani	Nov-Dec	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	tsa kalimo ea lichete? Lekhotla ha le na menyetla ea litaba tsa marang rang hohang	ena le a litjeho tse bobebe.						
Procurement(litaba tsa theko/thekiso								
(Ho bona hore basali ba una melemo e lekanang litabeng tsa thekiso kapa theko eo ho tloha khale ba ne ba sa kenyelletsoe.	(Ke mesebetsi e mekae ea kh'ansele lemong se fitileng e filoeng basali? Naa ho na le leano le teng le bonang hore basali ha ba sekisetsoe?	(Basali ba una melemo e ts'oanang malebana le menyetla ea moruo, ho kenyelets a le maano a		Lekhotla ha le na taolo litabeng tsa thekiso kapa theko		Litho tsa lekhotla Lekhotla la setereke		

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	Lekhotla le ntse le sebetsa ka thata ho bona hore banna le basali ba una molemong o ts'oanang mesebetsing e fanoang ke lekhotla	muso a ho fana ka mesebetsi.						
CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT(litaba tsa nts'etso pele le phetoho ea maemo a leholimo								
(Ho bona hore kh'ansele e utlosisa litla-morao tsa maemo a phetoho ea leholimo hape ba sebetsana le ho loant'soa litla-morao tsa ho fetoha ha maemo a na.	(Na lipatlisiso li ile tsa etsoa tsa tekano malebana le phetoho ea maemo a leholimo le litla-morao tsa teng?	Melao le maano: ho hlahloba maano le melao e bonts'ang haeba basali ba na le menyetla	Temo ea lifate Tlhokiso ea libaka tsa lekhotla Taolo ea makhulo	Lekhotla le tlo anetsa thuto sechabeng ka litaba tsa phetoho ea maemo a leholimo le litla morao tsa teng		Lekhotla Lefapha la tsa bolepi	Nako eohle	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	Lekhotla ha le so etse lipatlisiso tabeng tsa phetoho ea maemo a leholimo empa lekhotla le se le tseba ka litaba tsa phetoho a maemo a leholimo.	, matla le ho fumana molemo lintho tsa boipheliso.						
(Ho kenyeletsa basali litabeng tsa tlhokomelo ea tikolohoho	(Naa basali ba kenyeletsoa ha ho etsoa maano le meralo malebana le tlhokomelo ea tikoloho le leano la"ho	(Naa banna le basali ba nka karolo ka ho lekana ha ho etsoa maano libaneg		Lekhotla le tlo ruta sechaba ka kakaretso sa banna le basali molemo oa ho baballa tikoloho		Lekhotla Mekhatlo e amehang	Nako eohle.	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	ea botaleng” Lekhotla ha le so etse letho malebana le litaba tsa leano la ho ea botaleng	tsa moruo?						
(Ho kenyeletsa basali liporejekeng le likhoebo tse bolokang likoloho.	Naa hona le likhoebo tse bolokang tikoloho? Ha hona likhoeboe tse joalo ka hara tikolo ea rona	Basali ba fumana menyetla e lekanang ha ho kenngoa ts’ebetso ng maano a litaba tsa moruo.		Lekhotla le tla ruta sechaba ka bohlokoa ba liproject le likhoebo tse ka etsoang tsa ba tsa fana ka mesebetsi litabeng tsa taolo ea tikoloho.		Lekhotla Litsi tsa likhoebo tse nyenyane Likhoebo tse kholo tse sebetsana ng le litaba tsena	Nov 2013- Feb 2014	
(Ho kenyeletsa litlhoko tsa basali maamong a sa	(Litaba tsa tekano li kenyeletsoa joang	(Maano ke a fe a bebofalet sang		Ho hlokomelisa sechaba ka lintho tsohle		Lekhotla ka tataiso ea lekala tsa	Jan-March 2014	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
reroang le litabeng tsa likoluoaa.	meralong ea likoluoaa? Lekhotla ha le etse litaba tsa likoluoaa hohang	basali boima ba ho etsa mesebetsi e mengata e fapaneng .		tse amanang le likoluoaa		likoluoaa(D MA)		
INFRASTRUCTURE/ Maano								
Housing/lits'a/phan o ea matlo								
(Ho holisa litokelo tsa basali malebana le litaba tsa mobu.	(Ke mobu (ERF's) o mo kae o matsohong a basali? Basali ke karolo ea sechaba se fuamannng mobu	(Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithla-kholo.	Lipalo palo tse bonts'ang basali ba fuoe mobu	Lekhotla le tlo nts'etsa thuto ea ho ruta basali ka tokelo ea bona ea mobu	Basali ba se ba tseba ka tokelo ea bona ea mobu ke hore feela lekhotla le ntsetse thuto pele	Lekhotla	Nako eohle	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A- KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/ E	LIKHAKA NYO TSA LICHELET E
	(Naa hona le maano a teng a thusang hore basali ba be le menyetla tabeng tsa mobu? Hona le molao oa naha oa mobu lumellang basali 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 boiphelis o. Ha holoholo malebana le;	Molao o teng oa mobu o sebelisoan g	Lekhotla le tla tsoela pele ho ruta sechaba haholo sa basali ka tokelo ea sona ea mobu		lekhotla	Nako eohle	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
		Litokelo tsa metsi le thepa; Mobu						
Menyetla e lekanang ho basali litabeng tsa mobu.	Ke mofuta o fe o teng oa ho batla maikutlo malebana le ho rala bolulo? Lekhotla ha le so batle maikutlo a sechaba ha ho raloa litabeng tsa bolulo ho etsahalang ke hore feela lekhotla ka komiti ea lona ea 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 boiphelis o.			Lekhotla le lumellane ka hore le tlanne le tsoele pele ka ho ruta sechaba ka litokelo tsa bona tsa mobu haholo sa basali	Lekhotla Komiti ea mobu	Nako eohle	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	ke bona ba sebetsanang le litaba tsa mobu							
Water, sanitation and electricity (Metsi, matloana le motlakase								
(Ho bona hore basali ba fumana lits'ebeletso tse ntle tsa manthla ka mokhoa o bobebe.	Ke lits'ebeletso tsa mofuta o fe tse teng hape litjeo tsa tsona li joang? Litsebeletso tsa metsi,matloana le motlakase li fumaneha ka	(Melao le maano: ho hlahloba maano le melao e bonts'ang haeba basali ba na le menyetla , matla le ho fumana		Lekhotla le etsa moralo o kenyelletsa banna le basali ka ho lekana ele ho fumana litsebeletso tsena tsa manthla tsa botho		Lekhotla Komiti ea litsebelets o	Oct 2013-Feb 2014	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A- KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/ E	LIKHAKA NYO TSA LICHELET E
	litjeo tse tlase haholo	molemo lintho tsa boipheliso. Ha holo malebana le litokelo tsa metsi le thepa.						
	(Ke mofuta o fe oa ho batla maikutlo e sebelisitsoeng nako e fetileng?Ka mokhoa oa lipitso							
	Lits'ebeletso li joang ha a joale? ;litsebeletso li ntse li fumaneha							

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	hantle hajoale haese feela hore litsebeletso tsena hangata li fanoa ke mafapha a ka thoko ho lekhotla							
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? Ha hona litsi tsa bophelo tse tsamaeang hohang ka	(Lits'oant s'oa tsa molao, maano, mananeh o le lits'ebeletso li matlafats o ho ela hloko tekano,		Lekhotla le tla atamela lekala la bophelo ele ho le hlokomelisa ka tlhokahalo ea litsi tsa bophelo ka hara sebaka sa rona		Lekhotla Lekala la bophelo	Sept	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	hara tikolo ena	bophelo bo bottle hape bo le litjeho tse bobebe bo nang le hlokomel o e batsi.		Lekhotla le ka khotlaetsa lekala la bophelo ho atametsa litsi tsa bophelo sechabeng,,,j oalo ka li mobile clinics				
HIV AND AIDS AND CARE WORK (HIV LE AIDS LE HLOKOMELO EA BAKULI METSENG								
Prevention(Thibelo								
(Ho fumane mekhoe ea tekano malebana le HIV/AIDS hape ho e ketsa tsebo ka lefu lena kh'anseleng.	(Naa kh'ansele e na le lipalopalo tsa bakuli ba HIV le AIDS? Lekhotla ha le na lipalo	(Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela		Lekhotla le tla sebetsa mmoho le basebeletsi ba tsa bophelo metseng le li tlinic ele ho		Lekhotla Lekala la bophelo Basebelets i ba tsa	Nako eohle	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	palo tse joalo ka hara li fumaneha litsing tsa bophelo feela	lithla-khoho.		fumana lipalo palo tse joalo		bophelo metseng		
(Ho ts'oara mats'olo a thibelo ea lefu lena.	(Naa mats'olo a hatella phapang ea matla pakeng tsa basali le banna? Lekhotla ha le e so etse matsolo a joalo	Ho etsa meralo elang hloko litaba tsa tekano ele ho thibela ts'oaetso e ncha.		Lekhotla le tla atamela mafapha a ikarabellang ele ho ruta ka litaba tsena		Lekhotla Lekala la bophelo Mekhatlo e ikemetseng	Nako eohle	
	Matsolo a ho thibela ts'oaetso a hlakisa litlamorao tsa hoba le baratuoa ba bangata ka			Lekhotla le tla batla litsibitaba tse ele hoba ruta ka litaba tse be tle ba tsebe ho fetisetse		Lekala la bophelo Lekhotla Mekhatlo e ikemetseng	Nako eohle	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	nako e le ngoe? Lekhotla ha le so be matsolo a joalo			melaetsa e joalo sechabeng				
	(Naa khohlopo ea basali ea fumaneha? Haeba e teng e fumanoa kae? Likhohlopo tsa basal lia fumaneha offising ea lekhotla le litsing tsa bophelo							
(Ho etsa bonnete ba hore ho rutoa le lihlopha tse batho	Lekhotla ha le so rute sechaba ka	Mananeo a ela hloko		Lekhotla e tlabana karolo ea lipitso tse		Lekhotla Sepolesa	Nako eohle	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
tse kenang litabeng tsa thobalano le batho ba sa lekaneng le bona le ba nang le baratua ba bangata ka nako ele ngoe	litaba tse joalo,li etsoa ke sepolesa feela	maemo a sa ts'olaneng a basali, tlokotsi eo bana ba banana ba eng ho eona ka le baka la metlo e behang maphelo a bona tsietsing le boleng ba bona tse etsang hore basali e be bona ba bang		jaoloka ha le bona ba hloka thuto e joalo		Mekhatlo e ikemetseng		

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
		le ts'oaetso e holimo ea HIV/AIDS .						
Ts'oaetso ea HIV/AIDS e ka eketseha haholo ka lebaka la tthekefetso ka motabo.	(Ho na le mats'olo a hlokomelisan g sechaba kh'anseleng malebana le nyalano pakeng tsa tthekefetso le HIV le AIDS? Lekhotla ha le so etse matsolo a joalo empa sepolesa se ntse se thusa ho etsa	(Leseli ka lits'ebelet so malebana le mahlatsip a e fana ka botlallo malebana le ho hlahloba le ho hlokomel a mahlasip a a hlekefets		Lekhotla le tla batla litsibi ele ho ruta sechaba ka kamano ea HIV/AIDS le tthekefetso		Lekhotla Lekala la bophelo Sepolesa	Nako eohle	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	mosebetsi o joalo	o ka motabo, ho tla kenyelets a thibello ea mafu a thobalan o.						
(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 hang hang ka mora hlekefetso ka motabo.	PEP e fumaneha ha bobebe litsing tsa bophelo? Haeba, ha ho joalo, ke litsing tsa bophelo tse kae moo li leng teng? PEP ea fumaneha litsing tsa bophelo leha	. (Ho fumaneha ha bobebe ha PEP litsing tsa bophelo ho fokotsa ho fumana ts'oaetso.		Lekhotla le tla batla batho ba tlang ho le ruta sechaba ka boteng ka pilisi e joalo		Lekhotla Li support group Lekala la bophelo Mekhatlo e ikemetseng	Ke mosebetsi o tlameha ho etsoa hang hang	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	ele hore litho tse ling tsa lekhlotla ha li tsebe ka pilisi ena							
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? Sechaba sa banna se ntse se le leqe ho ea litsing tsa tlhahlobo ea HIV	Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithla-kholo.		Lekhotla le tlameha ho ruta sechaba ka bohlokoa ba ho hlahlobela HIV haholo banna	Ho tla batloa litsibi ka litaba tseo ele ho khothaletsa sechaba ho hlahloba	Lekhotla Lekala la bophelo		
Treatment								
(Ho shebana le taba ea ho fumana ka holekana pheko	(Ke basali ba bakae ha ho bapisoa le	(Etsa lipatlisiso malebana	Batho bohle ba fuoa	Sechaba se tla rutoa ka mehla hore		Lekhotla	Nako eohle	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAANYO TSA LICHELETE
haholo ho banna ka ha ba le lesisitheho eo batla thuso.	banna ba fumanang monyetla oa pheko ea mahala? Lekhotla ha le na lipalo tse joalo Lipilisi tsa tsoaetso lia fumaneha	le moo papiso ea ts'ebetso ho fihlela lithla-khoho.	monyetla oa ho phaka lipisis	pheko ea tsoaetso ea fumaneha lising tsohle tsa bophelo le hore lia fuamaneha mahala		Lekala la bophelo		
Care								
(Ho bona hore kh'ansele e buoa ka litaba tsa tlhokomelo ea bakuli	(Ke bathusi ba bakuli ba ba kae metseng bao e leng basali? Boholo ba bathusi ba bakuli ke basali metseng mona ba	(Manaan o le mananeo ho bona hore batho ba hlokomelang bakuli ba ea tlotloa, bao	Lipalo tsa basali	-Lekhotla le tlo khotlaetsa banna hoba karolo ea bathusi ba bakuli metseng -Lekhotla le tla khotlaetsa lekala ho		Lekhotla Support groups Basebelets i ba tsa bophelo metseng Lekala la nts'etso pele	Oct-Dec	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A- KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/ E	LIKHAKA NYO TSA LICHELET E
	hlokomelang bakuli	bongata ba bona e leng basali, ho ba fa lisebelisu oa, le ts'ehetso ka taba tsa kelello ho bahlokom eli ba ba kula le ho bona hore banna na kenya letsoho ho thusa batho ba phelang le		patala basebeletsi ba tsa bophelo motseng ele hoba khothatsa ka mosebetsi ona oo ba o etsang				

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
		ts'oahets o.						
	(Batho ba hlokomelang bakuli nang ba ea pataloo? Ba pataloo M300 ka mora khoeli tse tharo			Ho khothaletsa lekala la ntsetso pele ho bona hore eketsa matseliso a basebeletsi le hob a thuso ka lisebelisua		Lekhotla Lekala la tsa bophelo		
	(Ke ts'ehetso efe eo batho ba hlokomelang bakuli ba e fumanang? Ha hona tsehetso ea letho e aba e fumanang			Lekhotla le tla kopa lekala la tsa bophelo ho bona hore ba fa basebeletsi leha ele lithupelo ele ho ba matlafatsa		Lekala la bophelo Lekhotla	Dec	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	(Na batho ba hlokomelang bakuli ba fumana lithupelo? tsa mofuta ofe? Bahlokomeli ba ba kuli ha ba so fumane lithupelo hohang			Lekhotla le tla batlela bathusi ba bakuli batho ba kang ba fang lithupelo		Lekhotla	Dec	
	Na ho na le mekutu ea ho kenyeletsa banna tlhlokomelong ea bakuli? Ho joalo			Lekhotla le sebetsa ka thata ho bona hore banna ba nka karalo tlohokomelong ea bakuli		Lekhotla ka litho tsa banna		
Social development (Ntlafatso ea sechaba								

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
(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.	(Maemo a teng ha joale? Libaka tsa boithapollo li batla li fihleleha ha bobee	Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithla-kholo.	Mabala a teng ka hara tikoloho ea lekhotla	Lekhotla le tlo sebetsa ka thata ho bona hore mabala a teng a lipapali a ntlafatsoa		Lekhotla Muso o moholo		
	(Na ho na le mananeo kapa lithupelo tse rutang ka litaba tsa boikarabello ba batsoali? Ha hona mananeo a joalo ha joale			Lekhotla le ka batla batho ba ka thusang ka litsebo tse joalo tsa ho buisana le litsibi		Lekhotla	Nov-Dec	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHA NYO TSA LICHELET E
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 tihlekefetso ka halefo ka 2015.	Lipalo-palo li reng tsa litaba tsa tihlekefetso ka hara kh'anseleng? Khansele ha ena lipalo palo tse joalo	Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithla-khoho.		Lekhotla le tla sebetsa le sepolesa ele ho tseba ka lipalo tse joalo haholo hoba liphofu ke sechaba sa bona		Lekhotla Sepolesa Mahokela	Oct- Nov	
		(Katamello e kopanets						

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
		oe ke mafapha ohle, sepheo e le ho fokotsa thlekefetso ka halefo ka 2015.						
Public awareness campaigns								
(Ho ruta sechaba fo felisa thlekefetso.	(Kh'ansele e ile ea kenya letsoho joang nakong e fetileng lets'olong? Kh'ansele e ile ea atlehisa lets'olo la matsatsi a 16?	Ho thusa le ho ruta ka litaba tsa tekano, sepheho e le ho felisa GBV sechabeng.		Lekhotla le tla nka karolo nakong e tlang ele ho ruta sechaba ka litaba tsa thlekefetso		Lekhotla Mekhatlo e ikemetseng Makala Muso		

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	Lekhotla ha le so nke karolo hohang matsolong a tlhokomeliso ea litaba tsa tlhekefetso							
		(Ho bona hore banna ba ea kenyelets oa litabeng tsa tekano tse kang lithupelo.						
Response ((Karabo								
(Ho etsa mesebetsi e thusang ho felisa GBV kh'anseleng	Ho na le mabone seterateng kh'anseleng?	(Ts'ebets o e ntle ea	Mabone a teng a literata	Ho etsa meralo e hlakileng na ke lintho li fe		Lekhotla	Oct-Dec	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A- KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/ E	LIKHAKA NYO TSA LICHELET E
	Ha hona mabone a seterateng hohang	mapones a, bachochi si, lekala la bophelo bo botle le lits'ebelet so tse ling malebana lelitaba tsa tlhlekefet so		tse ka sebelisoang ele ho fan aka tsireletso ntle le taba ea mabone				
	Ho na le sepolesa kh'anseleng se tsebang ho sebetsana le taba tsa GBV hape na ho na le ntlo	Lits'ebele tso tse kopantse ng ho thusa mahlatsip a a						

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	eo mahlatsipa a tlisang litabatsa oona moo a ka phuthulohang, leposala mosali ele ho thusa basali ba bang? Litsebeletso tse joalo lia fumaneha litsing tsa sepolesa eseng ka hara lekhotla	hlekefets o						
		(manane o a sechaba a teng le lisebelisoa a	Ke ofisi ea sepolesa e ikarabellang litabeng tse joalo ka hara	Ho khothaletsa sechaba ho tlaheha litabatsa tlikefetsa		Lekhotla Marena Sepolesa Sechaba	Nako eohle	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
		reretsoeng mahlatsip a a litaba tsa hlekefets o	motebo oa sepolesa	Ho ruta sechaba ka litaba tsa tthekefetso				
		(Ho bale lefapha la tlabollo, molao le la seponesa a sebetsanang le taba tsa hlekehets o						
Support (Thuso								
(Ho nts'etsa meralo ea ho thusa	Ke libaka tse kae tsa ho thusa	(Hana ke libaka tse		Lekhotla le tla sebetsa ka thata le		Lekhotla	Sept	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
mahlatsipa a thlekefetso	mahlatsipa kh'anseleng? Haho na litsi tse joalo ka hara sebaka sena	kenyeletsang ho thusa mahlatsipa a hlekefetso		mafapha a mehano bona hore litsi tse joalo lia fumaneha				
	Ho na le lingoloa tse teng moo ba ka fumanang leseli hape ba li fumana joang? Lingoloa li fumaneha sepoleseng feela kaha lekhotla le sena chelete ea ho etsa lingoloa tse joalo			Lekhotla le tlahlokomelis a sechaba ka lingoloa tsa sechaba tse kaba rutang ka litaba tsa thlekefetso		Lekhotla Komiti ea litsebelets o tsa mantlha	Nako eohle	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
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? Ka hara lekhotla lena ha hona komiti e joalo	Katamello e kopaneng ho mafapha ohle, sepheho e le ho fokotsa hlekefets o ka halefo ka 2015.		Lekhotla la tlo theha komiti e joalo		Lekhotla Setsi sa CGPU	Nov	
Budget allocation (Kabelo ea chelete								
(Ho bona hore kh'ansele e na le chelete e ka thusang ho sebetsana le GBV	(Ho na le chelete bakeng sa mosebetsi oa litaba tsa tlhkefetso ka hara			Lekhotla le ka batla lithuso tsa lichelete tse joalo ho bafani kaha karolo ea chelete ea		Lekhotla Bafani	Oct	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	kh'anseleng? Lekhotla ha le na chelete e joalo			bona ha ea kenyelletsa chelete ea mofuta oo hape e nyane haholo				
Monitoring and evaluation (Ts'alo morao								
(Ho bona hore ts'ebetso ka GBV e na le ts'alo morao		.(Etsa lipatlisiso malebana le moo papiso ea ts'ebetso ho fihlela lithla-kholo.		Lekhotla le tlameha ho sebetsa mmoho ele ho bona hore litaba tsa GBV li na le ts'alo morao		Lekhotla Komiti e tlo khethoa	Sept-	
Best practices (mekhoa e metle								
(Ho bonts'a mekhoha e metle ea ho sebetsana le GBV				Lekhotla ha joale ha le so sebetsana le	Lekhotla le tlo sebetsa mmoho ho bona hore le	Lekhotla Sepolesa	Oct	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSOENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
				litaba tsa tthekefetsoe ka ha e li nka ele litaba tsa sepolesa feela	sebetsa litaba tsa tthekefetso	Komiti ea mahokela		
EMPLOYMENT PRACTICES AND ENVIRONMENT(Khoro le maemo mesebetsing								
(Ho eketsa boemeli ba basali ba hiriloeng ke kh'ansele	Ke mehato efe e nkiloeng tsa tabeng tsa tekano ha ho etsoa meralo ea ts'ebetso Bohlanka ba lekhotla bo hiroa lekaleng le leholo ka	(Bonyane 50% ea basali ba litulong tse ka pele tsa ho etsa liqeto pusong le makaleng a	Litho tsa lekhotla tse ka hara lekhotla le bohlanka	Ho ruta sechaba le ho khothaletsa bohloka ba boteng ba basali ka hara lekhotla		Lekhotla sechaba	Nako eohle Nako ea likhetho	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	litsebo tsa bona ha litho tsona li khethoa ke sechaba	ikemetse ng.						
	(Lipalo-palo tsa tekano tsa basebetsi kh'anseleng li eme joang? Ke basali le banna ba kae litulong tse ka pele? Molaula-Setulo ke Ntate Motlatsi ke ntate	(Ho hlahloba maano le melao e bonts'ang haeba basali ba na le menyetla , matla le ho fumana molemo lintho tsa boiphelis o. Ha holo malebana le litokelo	Lipalo tse holimo tsa banna litulong tsa maemo a ho etsa liqeto	Ho ruta sechaba ka bohlokoa ba lipalo tse tlamehang ho lekana tsa banna le basali litulong tsa boeta pele		Lekhotla sechaba	Nako eohle	

(SE BATLOANG HO Fihleloa/SE Fihleletsoeng	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE Fihleletso ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
		tsa metsi le thepa.						
Selection and recruitment (Khiro								
Ho netefatsa hore basali ba hiroa ka ho lekana ka menyatla e tšoanang	(Ke moralo o joang ea k'hiro ka tekano o teng? Moralo oa lekhotla o bontsang feela hore banna le basali ba hiroa ka lipalo tse lekana	Affirmative action measures .(Ho na le se etsoang ho bona hore basali ba kenyelelets oa mafaphe ng ohle a bophelo le ho bona hore maemo a renang a fa basali	Mathatha mo a khiro a bontsang banna le basali ba fumaneng mesebetsi	Lekhotla la tla ntsetsa pele hore banna le basali ba fumane mosebetsi ka lipalo tse lekanang		lekhotla	Nako eohle	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A- KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/ E	LIKHAKA NYO TSA LICHELET E
		menyetla oa ho kenya letsoho.						
	(Ke lipehelo li fe tse teng ho bona hore basali ba emelo ka ho lekana mafapheng ohle? Lekhotla ha lena lipehelo tse joalo hase feela leano le lumellang banna le basali hore ba fumane monyetla e lekanang			Lekhotla le sebeta ka thata ho ntsetsa lean oleo pele		Lekhotla	Nako eohle	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOANG HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
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? Lekhotla le ne le qala hoba le thupelo ea litaba tsa tekano ka offisi ea GL e bile ele thupelo ea pele ka litaba tsena	(Ho netefatsa hore basali ba kenya letsoho le banna ka ho lekana ketso qetong ka ho ba maano le mananeo a netefatsa ng ho kenyelets a litaba tsa tekanyo.		Lekhotla le tla bona hore lithupelo li tsoela pele hoba teng Lekhotla le tla atamela Makala a muso kappa mekhatlo e ikemetseng ele ho nchafatsa litsebo tsa rona.		Lekhotla Mekhatlo e ikemetseng Lekala la thuto	Nako eohle ha tlhokah olo e le teng	

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
GENDER MANAGEMENT SYSTEM (HO LAOLA 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 theuoe mafapha a sebetsang le tekano? Ho na le lekala la tekano seterekeng mona se ikarabellang litabeng tsa tekano ka botlalo	(Ho theha le ho matlafats a litaba tsa tekano e le ho kenyelets a litaba tsa tekano mererong le meralong		Lekhotla le tla khothaletsa komiti ea social service ho nts'a motho a joalo.		Lekhotla Lekala la tekano	Oct	

(SE BATLOANG HO Fihleloa/SE Fihleletsoeng	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE Fihleletso ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
	(Ho na le komiti ka kh'anseleng ea litaba tsa tekano? Ha hona komiti e joalo empa Litaba tsa tekano li tla sebetsoa ke komiti ea litsebeletso tsa mantlha tsa botho					Lekhotla Komiti ea litsebelets o tsa mantlha tsa botho		
	(Ho na le komiti e sebetsanang le tekano: na GFP e teng? Ha ho so khethoe komiti e joalo			Lekhotla le tlo khetha batho ba ikarabellang litabeng tsa tekano ka hara komiti ea				

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
				litsebeletso tsa mantlha tsa botho				
	(Na ho na le batho ba eteleletsng pele taba tsa tekano mafapheng a `muso? Ba na le lipehelo? Ho na le ofisiri e ikarabellang litabeng tsa tekano ka hara setereke sena sa Qacha's nek			Lekhotla le tla sebetsa mmoho le mohlanka oa litaba tsa tekano ka hara setereke		Lekhotla Lekala la tekano		
Budget, monitoring and evaluation (Moralo oa chelete le ts'alo morao								

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A-KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/	LIKHAKA NYO TSA LICHELET E
(Boitlhatlhobo 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? Lekhotla ha joalo ha le so etse tsalo moralo ea litaba tsa tekano	(Ho netefatsa hore tekano e ea kenyelets oa maemon g ohle a meralo ea chelete le ts'alo morao e ea phethaha la		Lekhotla le tlo batla tsela eo le tla sala morao ts'ebetso ea lona		Lekhotla	Nako eohle ha tsebets o entsoe	
.(Ho bona hore lisebelisuo li teng ho tla sebetsana le taba tsa tekano	(Na ho na le meralo ea chelete ho bona hore tekano e teng?	(Ho netefatsa hore mereralo ea chelete		Lekhotla le tla etsa hore le bone meralo e tlang le tla kenyelletsa likhakanyo		Lekhotla Lekhotla la setereke		

(SE BATLOANG HO FIHLELOA/SE FIHLELETSOENG	PAPAPISO KE E FE QALONG	LINTLH A- KHOLO TSA LEANO LA TEKANO	SESUPO	SEO LOKELOAN G HO ETSOA	SE FIHLELETSO ENG	KE BOMANG	LI KA ETSOA NAKO E KAE/ E	LIKHAKA NYO TSA LICHELET E
	Lekhotla ha le fuo lichete hohang e ka sebetsang litaba tsa tekano	ea naha le metseng e eelloa lithloko tsa basali le banna; le patlisiso ea ts'ebeliso ea lichelete ho bonts'a hore na li sebelisoa li fanoe joang banna le basali		tsa lichelete litabeng tsa tekano				

Annex D: Workshop evaluation

	SCORE OUT OF TEN
1. PROGRAMME DESIGN	73%
2. PROGRAMME CONTENT	71%
3. DOCUMENTATION	88%
4. FACILITATION	75%
5. GROUP WORK	87%
6. OUTPUTS	72%
7. OUTCOMES AND FOLLOW UP PLANS	82%
8. LEARNING OPPORTUNITY	76%
9. NETWORKING OPPORTUNITY	70%
10. ADMINISTRATIVE ARRANGEMENTS	72%
11. OVERALL	77%

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.