

GENDER SCORECARD FOR LOCAL GOVERNMENT

NAME OF COUNTRY: LESOTHO. NAME OF COUNCIL = HLEOHENG COMMUNITY COUNCIL

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

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
POLICY FRAMEWORK						
1. There is a gender policy and action plan that incorporates the SADC Gender Protocol and other relevant targets. It is well known and has a high profile champion within the council.	<ul style="list-style-type: none"> • Existence of plan • Plan signed and adopted • Plan shared with Council and Community • Plan integrated • Public events on gender e.g. International Women's Day 	<ul style="list-style-type: none"> • Copy of the Council work plan 	There is no SADC gender protocol in the council, but the council incorporates with the targets when doing their plans	2	2	2
GOVERNANCE						
Representation						
2. There are equal numbers of women and men councillors in the Council.	<ul style="list-style-type: none"> • No of men councillors = • No of women councillors = 	<ul style="list-style-type: none"> • Official records 	Men councillors=5 Women councillors=8	3	3	3

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
3. There are equal numbers of women and men in decision-making positions in Council, Mayoral committee, chairs of committees etc.	<ul style="list-style-type: none"> • Mayor/Chair of Council = M/F • Deputy mayor/deputy chair of Council = • No of committees chaired by women = • No of committees chaired by men = 	<ul style="list-style-type: none"> • Official records 	Chairperson of the council= M Deputy chairperson=M All committee are chaired by men	1	0	0
Participation						
4. Women and men participate equally in Council meetings and influence decisions taken by the Council.	<ul style="list-style-type: none"> • Examples of issues raised by women in Council and what difference these have made. 	<ul style="list-style-type: none"> • Council minutes 	Women and men participate equally in council meetings even though most women are still reluctant to talk in those meetings and therefore decisions are normally influenced by men	2	2	2
Public participation						
5. There is equal participation of women and men at public meetings and events.	<ul style="list-style-type: none"> • Examples of types of meetings held, representation/participation by 	<ul style="list-style-type: none"> • No Records 	Public meetings are normally attended more by women while men in small numbers and men would be only ones making all the decisions.	3	2	2

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	women and men					
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES						
6. The Council has a local economic development plan that targets women entrepreneurs as key beneficiaries	<ul style="list-style-type: none"> Market places designed and no of stands allocated to women. Local finance schemes of council, no of women and men who have benefited. Local finance schemes linked to Council, no of women and men who have benefited. 	<ul style="list-style-type: none"> No Records 	The council does not have any economic development plan that targets women entrepreneurs as key beneficiaries ,but if there opportunities at the council both women and men are given	2	1	1
7. Women and men benefit equally from jobs created by the council.	<ul style="list-style-type: none"> No of women in jobs created by Councils No of men in jobs created by councils Evidence of 	<ul style="list-style-type: none"> Council Records 	Women and men benefit equally from jobs created by the council	3	3	3

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	women and men being employed in non-traditional areas					
Procurement						
8. The Council keeps gender disaggregated data on procurement and has set a target for increasing the number and value of contracts received by women.	<ul style="list-style-type: none"> No of owned companies that have received contracts in the last year. No of men owned companies that have rcvd contracts in the last year. 	<ul style="list-style-type: none"> Financial Records 	The council does not keep gender disaggregated data on procurement but if there are any possible opportunities at the council the contracts and tenders are made available	2	2	2
Climate change and sustainable development						
9. The Council is aware of climate change and its differential effects on women and men. Women and men are consulted equally on measures to be taken.	<ul style="list-style-type: none"> Existence of a policy on climate change how gender is integrated into this. Extent to which policy has been canvassed; 	<ul style="list-style-type: none"> No Records 	The Council is very aware of climate change and its differential effects on both women and men, but the council is working with Ministry of forestry to eliminate effects	3	2	3

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	involvement of women and men.					
10. Women are equally consulted and involved in waste management, and benefit from economic opportunities arising from this.	<ul style="list-style-type: none"> • How waste management is handled. • How women are involved. • Proportion of women in waste projects 	<ul style="list-style-type: none"> • No records 	Women are equally involved in waste management even though the council has not participated in any of waste management	1	1	1
Land and housing						
11. The Council keeps sex disaggregated data on title deeds and housing, and is promoting women's equal access	<ul style="list-style-type: none"> • How gender is integrated into allocation of land and houses • No of women allocated land and housing by council • No of men allocated land and housing by Council. 	<ul style="list-style-type: none"> • Council Records 	The council does not keep sex disaggregated data on title deeds, but the council has been teaching women about their equal access to land and more applications are received from women	3	3	3
Water and sanitation						
12. Women are involved in the planning,	<ul style="list-style-type: none"> • No of women on water/sanitation 	<ul style="list-style-type: none"> • Council Records 	Women are involved in the planning management and maintenance of	2	2	2

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management and maintenance of water and sanitation.	<ul style="list-style-type: none"> committees No of men on water/sanitation committees No of women chairing these committees/total no of committees Examples of the difference women have made 		water and sanitation and most women are well represented in the committee			
Environmental health						
13. Women are equally involved in preventive health campaigns	<ul style="list-style-type: none"> Types of campaigns Involvement by women 	<ul style="list-style-type: none"> No records 	No health campaigns have been held by the council, but women are involved	2	1	1
HIV/AIDS and care work						
14. The Council has a gender aware HIV and AIDS policy that is implemented and monitored.	<ul style="list-style-type: none"> Existence of policy Messages underscore unequal power relations between women and men; Prevention of parent to child 	<ul style="list-style-type: none"> No Records 	The council does not have a gender aware HIV/AIDS policy that is implemented, but councillors talk about HIV/AIDS issues during their public gatherings and underscore and un equal power relations between women and men are discussed	2	2	2

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	transmission <ul style="list-style-type: none"> • Men are encouraged to go for VCT • Women and men have equal access to treatment 					
15. The Council supports care for those living with HIV and AIDS and men are encouraged to be involved in care work.	<ul style="list-style-type: none"> • Existence of care work projects supported by Council or in which Council is a partner. • Remuneration/training/support for care givers in these projects • No of women, no of men involved in care work 	<ul style="list-style-type: none"> • No Records 	The council supports and care for those living with HIV/AIDS by finding all the support from organisation that helps Men are encouraged to be involved in care work	2	2	2
Social development						
16. Social and recreational facilities are gender aware and responsive	<ul style="list-style-type: none"> • Types of facilities for sports and recreation, extent to which these cater to the needs of women 	Records of facilities	There are limited social or recreational facilities within the council. There are only football grounds which are also for the school.	2	1	1

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	and men. <ul style="list-style-type: none"> No of women, no of men who make use of facilities 					
GENDER SPECIFIC PROGRAMMES						
Gender based violence (GBV) flagship plan						
17. There is sufficient lighting on streets and in public spaces; all streets are named clearly, and names are gender aware	<ul style="list-style-type: none"> Existence of street lights No of streets named No of streets named after women No of streets named after men 	<ul style="list-style-type: none"> No Records 	There are no street lights. This is a rural council with no streets.	0	0	0
<i>Public awareness campaigns</i>						
18. The Council participates in campaigns to raise awareness on gender-based violence (GBV), such as the Sixteen days of activism.	<ul style="list-style-type: none"> Campaigns launched during the Sixteen Days Budget from Council for campaigns Other resources mobilised Follow up to 	<ul style="list-style-type: none"> No Records 	The council has never participated in those campaigns to raise awareness on gender based violence	0	0	0

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	campaigns <ul style="list-style-type: none"> Results achieved 					
<i>Response and coordination</i>						
19. There is a good working relationship between the police and community, especially women. Women are equally represented in community policing forums.	<ul style="list-style-type: none"> How the Council works with the police on GBV Existence of committees on GBV No of women and no of men on these committees 	No Records	The relationship between police and the community is good and women are well represented and equally involved in the community police forums	3	2	2
EMPLOYMENT PRACTICES AND ENVIRONMENT						
Selection and recruitment						
20. Women and men are employed in equal numbers across jobs, grades and in management positions and are equally remunerated for equal work. There is an affirmative action policy	<ul style="list-style-type: none"> No of women in management No of men in management CEO/head of administration =M/F Examples of women in non traditional 	Council employment statistics	When there are the posts at the council women and men are equally opportunities Total number of the staff in the council=7(3 F) (4 M) Total number of the managers in the council=2(1 F) (1 M)	3	3	3

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	for ensuring 50% by 2015.	areas of decision-making eg finance				
Capacity building						
21. Gender training is provided for both women and men in the council, at all levels and is done in a systematic way.	Gender training conducted as part of COE's Changing lives as a result of gender training	No Records	The council has never been part of gender trainings	0	0	0
Working conditions and environment						
22. The work place is family friendly; there is a sexual harassment policy that is enforced.	<ul style="list-style-type: none"> • Maternity and paternity leave • Flexi time • Family days • Sexual harassment policy • How sexual harassment cases are dealt with 	Work place policies	The work place is very much family friendly. There are policies on maternity leaves (90 days) although, no paternity leaves, sexual harassment policy and how these cases are dealt with in a work place	3	3	3
GENDER MANAGEMENT SYSTEM						

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Gender structures						
23. The Council has set up a gender structure, including a gender focal person that is empowered to do its work. Gender is written into the job descriptions of key functionaries.	<ul style="list-style-type: none"> • Gender focal point – who and what level • Gender committee- who and how often does it meet 	COE and council records	<p>The council does not have any structure in place to advance issues of gender.</p> <p>Job descriptions of staff do not include gender as one of the roles of staff</p>	1	0	0
Budgets						
24. A share of expenditure is explicitly targeted at promoting gender equality. Women and men benefit from the mainstream budget	<ul style="list-style-type: none"> • Specific budget line for gender – what proportion of budget • Gender reflected in mainstream budget 	Budget	The council does not have any budget line for gender mainstreaming, there is some in-kind support from other government departments because gender is not one of the roles of the council	1	1	1
Monitoring and evaluation						
25. There is an M and E system in place for gender; it is used for tracing reporting purposes	<ul style="list-style-type: none"> • Regular reports to management on gender action plan. • Corrective action 		Reports are made every month on progress made and way forward.	1	1	1

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	taken. • Score card used for benchmarking.					
TOTAL				46	40	41