

**Country: Lesotho**

**Name of municipality: Hleoheng Council**

### **Synopsis**

Hleoheng is one of the four councils that have been identified in the Leribe district to join the COE process. Like many councils that have not become part of the COE process they heard about the process from other councils. They felt that it is about time that they joined other councils that are already part of the process. They have been doing a lot of work related to gender but have never been able to document the work or have a guiding tool such as the gender policy or the action plan. These tools will therefore be a very useful to guide their work.

### **Strengths**

The council heard about the process of COE from the neighbouring councils and as such has the opportunity to be mentored into the process by those councils. The spirit of competition that the council has will also help the council to do their work with passion. The management of the council is also very interested in the process and prepared to promote gender equality in any way and this will make COE process goes smoothly as all the decision makings will be the agreed ones.

### **Challenges**

Like many councils in Lesotho one of the biggest challenges would be of the budget lines as they do not cater for any gender activities and for the fact that all decisions has to be taken to district council this could possibly slows the process.

### **Results of gender score card**

<b>Area assessed</b>	<b>Score Council</b>	<b>Score GL</b>	<b>Agreed score</b>
Policy framework	<b>0</b>	<b>0</b>	<b>0</b>
Governance	<b>8</b>	<b>8</b>	<b>8</b>
Gender specific programmes	<b>4</b>	<b>4</b>	<b>4</b>
Mainstreaming gender into existing programmes	<b>22</b>	<b>22</b>	<b>22</b>
Employment practises and environment	<b>3</b>	<b>3</b>	<b>3</b>
Gender management system	<b>0</b>	<b>0</b>	<b>0</b>

Overall	<b>37</b>	<b>37</b>	<b>37</b>
---------	-----------	-----------	-----------

## SITUATION ANALYSIS

### KEY QUESTIONS TO BE ASKED DURING THE SITUATION ANALYSIS

#### POLICY FRAMEWORK

- ✓ Is the council is aware of national, regional, international commitments that the country has made especially the SADC Protocol on Gender and Development and the National Gender Policy?
  - ✓ **The council is very aware of the national commitments that Lesotho has made in regard to the SADC Protocol on Gender and Development and the National Gender Policy**
- ✓ Is there a gender policy in the council and it is implemented? (Get a copy of this policy)
  - ✓ **The council does not have gender policy that is implemented.**

## GOVERNANCE

### Representation

- ✓ Are there equal numbers of women and men councillors in the council? (Include detail in table)

Men	8	62%
Women	5	38%
<b>Total</b>	<b>13</b>	<b>100%</b>

- ✓ Are there equal numbers of women and men in decision-making positions in council, Mayoral committee, chairs of committees etc? (Include detail in a table)

<b>Committee</b>	<b>Chair</b>
Finance and planning	Man
Land	Man
Social services	Woman

- ✓ Is there gender balance on all community committees? (Include detail in a table)

- ✓ **Yes there is balance in all committees.**

### Participation

- ✓ Do women and men participate equally in council meetings? (It might be a good idea to observe a full council meeting)

✓ **Women and men participate equally in council meetings.**

✓ Do women have an influence on decisions taken by the council? (You will need to consult minutes from meetings to ascertain this)

✓ **Women have strong influence in decisions made by the council as they participate a lot in all council meetings.**

### **Public participation**

✓ Is there equal participation of women and men at public meetings and events? (You will need to consult records of these meetings where available, are attendance registers kept, are these disaggregated by sex?)

✓ **More women attend public gatherings, but do not participate as people would think especially attending in big numbers, men still dominate decisions taken at the public gatherings.**

### **PLANNING**

✓ Does targeted gender planning and service delivery takes place in the council? (Get copies of planning documentation)

✓ **Yes delivery service takes place in the council, but planning does not necessarily target gender but all the community needs.**

✓ Do strategic objectives of the Council explicitly mention gender? (Get copies of strategy documentation).

✓ **No. The council does not have strategic objectives as they work basing on Ministry of Local Government ones.**

✓ Is information collected from women about their constraints, opportunities, incentives and needs and women are consulted in the drawing up of plans and policies? (Get documentation to substantiate this).

✓ **The council gets information from both women and men about their needs, but so far incentives and plans has not been provided.**

✓ Are there gender indicators in all plans? (Get copies of plans)

✓ **Plans just include needs as collected from the people, nothing specific to gender.**

### **MAINSTREAMING GENDER INTO EXISTING PROGRAMMES**

#### **Local economic development**

✓ Does the council have a local economic development plan that targets women entrepreneurs as key beneficiaries? (Get a copy of this plan)

✓ **The council does not have plan of local economic development plan that target women entrepreneurs as key beneficiaries.**

- ✓ Do women and men benefit equally from informal trading facilities in the council? (Is there a policy that regulates this, what are the statistics of use of these facilities?)
  - ✓ **This is a rural council so there are no trading facilities in the council.**

### Procurement

- ✓ Does the council have a procurement policy that sets a target for increasing the number and value of contracts received by women? (Get a copy of this policy, interrogate the tenders register, who is benefitting most from tenders?)
  - ✓ **The council does not work directly with contracts and tenders.**

### Housing

- ✓ Does the council keep sex disaggregated data on title deeds? (Get this data to interrogate).
  - ✓ **No...the council does not keep sex disaggregated on title deeds.**
- ✓ Has the council taken steps to ensure that women benefit equally from land and housing opportunities? (How has this been done? Is there a policy? Get a copy of the policy)
  - ✓ **The councils has been working with Land and Administration Authority to teach women on their rights on land and more women have been applying.**

### Utilities

- ✓ Does the council has sex disaggregated data on who has access to basic services i.e. Male and female headed households? (Interrogate these statistics).
  - ✓ **No such data is not available in the council.**
- ✓ Are women are involved in the planning, management and maintenance of these services and facilities? (How does this happen, get copies of meeting minutes etc)
  - ✓ **No as the council has not being engaging in those services.**

### Transport

- ✓ Are women consulted in regard to their transport needs? (How does this happen, get copies of meeting minutes etc)
  - ✓ **The council does not perform any function related to transport as transport owned by individuals**

### Health

- ✓ Are health facilities are easily accessible to women? (eg. What is the average distance that a woman has to travel to get to the closet clinic?)
  - ✓ **Yes, health facilities are easily accessible to women and men.**

✓ Does the council keep sex disaggregated data on HIV and AIDS? (Check this data, is it disaggregated, what do these statistics tell you?)

✓ **No...The council does not keep such data, but it is working with community care workers.**

✓ Is there a gender aware HIV and AIDS public education and awareness campaign? (Look at the campaign materials and messaging)

✓ **No....there is no written gender aware HIV/AIDS public education and awareness campaign, but councillors do it every day during their public gatherings. Furthermore the members of the social services have been trained on HIV and AIDS.**

✓ Is PEP available at all health facilities and there are information campaigns surrounding this? (Visit a clinic to check this)

✓ **There is PEP available in all the clinics within the council, but most people still do not know about it.**

### **Environmental health**

✓ Are women consulted in the management of waste? (How does this happen, get copies of meeting minutes etc)

✓ **No waste management activities are conducted in the council.**

✓ Do women and men benefit equally from business opportunities in this sector? (Request examples of this)

✓ **No...as this has not been engaged in the council.**

### **HIV and AIDS and care work**

✓ Does the Council have a gender aware HIV and AIDS policy and programme?

✓ **No, the council does not have the gender policy and programmes on HIV and AIDS awareness, but they do all those things even though they do not have written policy.**

✓ Does this cover prevention, treatment and care?

✓ **Yes.**

✓ Do prevention messages include the importance of equal power relations between women and men?

✓ **Yes. Prevention messages include the importance of equal power relations between women and men.**

✓ Do prevention messages cover cross generational sex and its impact in increasing the incidence of AIDS among young women?

✓ **Yes. All messages indicate impact in increasing incidence of AIDS among young women.**

✓ Do prevention messages cover the effects of multiple concurrent partners? Are men encouraged to change their behaviour?

- ✓ **Yes. And men are taught about dangers of multiple concurrent partners.**
- ✓ Is the Council involved in promoting Voluntary Counselling and testing? Are men encouraged to go for testing?
  - ✓ **Yes. The council involved in promoting Voluntary Counselling and Testing especially to men as they are still reluctant to go for voluntary counselling.**
- ✓ Do women and men access treatment equally? Are men encouraged to go for treatment?
  - ✓ **Yes. Women and men access treatment equally and free.**
- ✓ In what ways does the Council support, or could it support care givers?
  - ✓ **The council is working directly with community care givers and supports with first Aids Kits, sponsors for their trainings.**
- ✓ Are men encouraged to be involved in care work?
  - ✓ **Yes, men are encouraged to be involved in care work.**

### **Climate change and sustainable development**

- ✓ Is the Council aware of climate change and its effects?
  - ✓ **Yes .the council is aware of climate change and its effects.**
- ✓ What measures is the Council taking to mitigate against these?
  - ✓ **Grazing management, planting trees, management of dumping site.**
- ✓ Are these measures gender aware? Do they take account of the different impact of climate change on women and men and ways in which both can be involved in promoting sustainable development?
  - ✓ **Although not specific, but they take in to account of the different impact on women and men.**

### **Social development**

- ✓ Does the council keep sex and age disaggregated data on the use of existing facilities, e.g. retirement centres, community centres, libraries and Women, girls, men and boys benefit equally from budget allocations for sports and recreation facilities? (Request to see this data – what does it tell you?)
  - ✓ **No. The council does not keep sex and age disaggregated data**

### **GENDER SPECIFIC PROGRAMMES**

- ✓ Is the council is involved in gender-specific programmes? (eg. educare, GBV programmes etc.)
  - ✓ **No**

### **Educare**

- ✓ Has there has been an assessment of the need for child care facilities? (Request a copy of this assessment).

✓ **No.**

### **Gender based violence (GBV) flagship**

✓ Does the council have an action plan and budget for addressing GBV. Has this been mainstreamed into planning processes? (Request a copy of the plan and budget, how much has been allocated to GBV?)

✓ **No.**

### ***Prevention***

✓ Has a safety audit been conducted to ascertain whether the city/town/ village is a safe place for women, i.e. To walk around safely at night and in the day? (Get a copy of this audit, what does it tell you about the safety of women in the city/town/ village )

✓ **The council has not done safety audit, but women are encouraged not to walk alone especially at night or at any places that are not safe.**

✓ Is there sufficient lighting on streets and in public spaces and all streets are named clearly? (During your situation analysis you could check these).

✓ **There are no streets and streets light in this area.**

✓ Is public transport safe for women and children.

✓ **Public transport is available and safe for women and children.**

### ***Public awareness campaigns***

✓ Does the council participate in campaigns to raise awareness on gender based violence (GBV), such as the Sixteen days of activism? (Get evidence of previous participation in campaigns)

✓ **No. The council has not participated in campaigns to raise awareness.**

### ***Response and coordination***

✓ Does the council have up to date crime statistics disaggregated by sex? (Interrogate these statistics, what do they tell you about the safety of women in the city/town/ village)

✓ **No. The council does not have statistics disaggregated by sex.**

✓ Is there a good working relationship between the police and community, especially women? Are women adequately represented in community policing forums? (Interview the police regarding this, get copies of the names of people on the community policing forums)

✓ **Yes. There is a good working relations between the police and community especially women and women are well represented in the police forums committee.**

✓ Are the Police and justice service providers given training on how to handle cases of gender based violence (GBV)? (How often does this training happen, how many have been trained etc.)

✓ **Yes.**

## **Support**

- ✓ Has the council has established or does it support victim support/ empowerment programmes (VEP), including places of safety and day care centres? (Get a list/ database of these places).
- ✓ **No.**

## **EMPLOYMENT PRACTICES AND ENVIRONMENT**

### **Selection and recruitment**

- ✓ Are women and men are employed in equal numbers across jobs, grades and in management positions and are equally remunerated for equal work? (Get a breakdown of staff per job and level from HR, tabulate this information).

<b>CATEGORY</b>	<b>No of women</b>	<b>%</b>	<b>No of men</b>	<b>%</b>
Executive management- e.g.- CEO, Mayors, Speakers	0	0	1	100
Senior Management- e.g.- Directors, Head of Units	1	50	1	50
Professional Programme e.g.- Line Managers	2	67	1	33
Semi-Skilled- e.g. Technicians, Plumbers	0	0	0	0
Councillors	5	38	8	62
Secretarial	1	100	0	0
Unskilled -e.g.- Labours, Cleaners	2	50	2	50



✓ How many women and men are currently employed in each job and grade?

✓ **There are more or less the same number of women and men hired in the council.**

✓ Does the pattern of male and female employment indicate there are areas of 'women's work' and of 'men's work'?

✓ **The pattern does not indicate areas of work for both men and women.**

✓ Why do divisions exist, if they do? Is it because of the work involved? Is it because of tradition? Is it because of low pay?

✓ **There is no divisions.**

✓ Is there an affirmative action policy that specifically addresses redressing gender inequalities? (Get a copy of this policy)

✓ **The council does not have affirmative action plan.**

### **Capacity building**

✓ Is diversity and gender training provided for both women and men in the council, at all levels and is done in a systematic way? (Get a copy of the training conducted by the council from the HR dept)

✓ **No gender training has been conducted in the council.**

### **Career pathing**

✓ Are women and men are given equal opportunity for growth within the council and have equal access to training and promotion opportunities? (Interrogate HR records, how many women have been promoted into senior positions, are there special training or mentor programmes?)

✓ **Yes, women and men are given equal opportunities for training.**

### **Working conditions and environment**

✓ Does the council provide equal benefits for women and men, including maternity and paternity leave? (Get the HR policy that regulates this)

✓ **Women are provided with three months maternity leave but men are not provided with any paternity leave.**

✓ Is there a sexual harassment policy that is enforced? (Get a copy of the policy. Request stats on sexual harassment cases and how these have been dealt with and resolved)

✓ **The council does not have sexual harassment policy that is enforced.**

## GENDER MANAGEMENT SYSTEM

### Gender structures

- ✓ Has the council has set up a gender structure, including a gender focal person, which has a budget and is empowered to do its work? (Get a copy of this structure, interview the GFP, interrogate the budget).
  - ✓ **The council has not yet set up a gender structure and the gender focal person empowered to do the work. There is also no budget for such work.**
- ✓ Is gender is written into the job descriptions and performance agreements of managers and key functionaries? (get copies of these job descriptions and performance agreements)
  - ✓ **No.**

### Budgets

- ✓ Is a share of expenditure is explicitly targeted at promoting gender equality? (interrogate the budget to confirm this)
  - ✓ **No line item in the budget that is explicitly targeted to promoting gender equality or any gender activities.**
- ✓ Are women able to benefit equally and meaningfully from the resources allocated to mainstream projects?
  - ✓ **No specific benefits or resources catered for women.**

### Monitoring and evaluation

- ✓ Are service, employment, procurement statistics disaggregated by sex and have gender indicators have been put in place for planning and human resource management systems? (Check this with HR)
  - ✓ **No.**

### Political profile and champion

- ✓ Are gender issues given a high political profile by the Council and have a political champion?
  - ✓ **Since the council has been working in a dark concerning gender issues and they have not been given high political profile before**