

## GENDER SCORECARD FOR LOCAL GOVERNMENT

**NAME OF COUNTRY: LESOTHO, NAME OF COUNCIL = KOENENG COUNCIL**

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

	<b>INDICATORS</b>	<b>MEANS OF VERIFICATION</b>	<b>PROGRESS DURING VERIFICATION</b>	<b>OWN SCORE</b>	<b>GL SCORE</b>	<b>AGREED BASELINE SCORE</b>
<b>POLICY FRAMEWORK</b>						
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"> <li>• Existence of plan</li> <li>• Plan signed and adopted</li> <li>• Plan shared with Council and Community</li> <li>• Plan integrated</li> <li>• Public events on gender eg International Women's Day</li> </ul>	Council Minutes	Although the council does not have SADC gender protocol is very aware of the targets and they incorporate with their activities and their work	2	2	2
<b>GOVERNANCE</b>						
<b>Representation</b>						
2. There are equal numbers of women and men councillors in the Council.	<ul style="list-style-type: none"> <li>• No of men councillors =</li> <li>• No of women councillors =</li> </ul>	Council records	Women councillors_5  Men councillors_12	2	2	2

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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"> <li>• Mayor/Chair of Council = M/F</li> <li>• Deputy mayor/deputy chair of Council = <b>F</b></li> <li>• No of committees chaired by women =</li> <li>• No of committees chaired by men =</li> </ul>	Council records	Chairperson_M Vicechairperson_M All three committees lead by men	0	0	0
<b>Participation</b>						
4. Women and men participate equally in Council meetings and influence decisions taken by the Council.	<ul style="list-style-type: none"> <li>• Examples of issues raised by women in Council and what difference these have made.</li> </ul>	Council Records	Women and men participate equally in the council meetings and women do influence decisions taken by the council Women were able to choose site where the contractors can start the work.	3	3	3
<b>Public participation</b>						

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5. There is equal participation of women and men at public meetings and events.	<ul style="list-style-type: none"> <li>• Examples of types of meetings held, representation/participation by women and men</li> </ul>	No records	Women attend public gatherings with such big numbers, but they do not participate equally with men and most of them are still reluctant to talk.	2	2	2
<b>MAINSTREAMING GENDER INTO EXISTING PROGRAMMES</b>						
6. The Council has a local economic development plan that targets women entrepreneurs as key beneficiaries	<ul style="list-style-type: none"> <li>• Market places designed and no of stands allocated to women.</li> <li>• Local finance schemes of council, no of women and men who have benefited.</li> <li>• Local finance schemes linked to Council, no of women and men who have benefited.</li> </ul>	No records	The council do not have a local economic development plan that targets women entrepreneurs	0	0	0

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7. Women and men benefit equally from jobs created by the council.	<ul style="list-style-type: none"> <li>No of women in jobs created by Councils</li> <li>No of men in jobs created by councils</li> <li>Evidence of women and men being employed in non-traditional areas</li> </ul>	Lists	<p>Women and men benefit equally from jobs created by the council.</p> <p>There are lists that show how women and men are hired in all sectors in the council</p>	4	4	4
<b>Procurement</b>						
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"> <li>No of owned companies that have received contracts in the last year.</li> <li>No of men owned companies that have rcvd contracts in the last year.</li> </ul>	No Records	The council do not keep gender disaggregated data on procurement, but women and men are given all the opportunities.	1	1	1
<b>Climate change and sustainable development</b>						
9. The Council is aware of climate change and its differential effects on	<ul style="list-style-type: none"> <li>Existence of a policy on climate change how</li> </ul>	Council Minutes	The council is very aware of the climate change and its effects on both women and men and the council is	2	2	1

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women and men. Women and men are consulted equally on measures to be taken.	gender is integrated into this. <ul style="list-style-type: none"> <li>• Extent to which policy has been canvassed; involvement of women and men.</li> </ul>		eliminating the effects			
10. Women are equally consulted and involved in waste management, and benefit from economic opportunities arising from this.	<ul style="list-style-type: none"> <li>• How waste management is handled.</li> <li>• How women are involved.</li> <li>• Proportion of women in waste projects</li> </ul>	No records	The council has not been involved in the waste management.	0	0	0
<b>Land and housing</b>						

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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"> <li>• How gender is integrated into allocation of land and houses</li> <li>• No of women allocated land and housing by council</li> <li>• No of men allocated land and housing by Council.</li> </ul>	Application Book	<p>The council keeps register, but the name are not gender disaggregated</p> <p>However women know about their right and access to the land</p>	4	3	3
<b>Water and sanitation</b>						
12. Women are involved in the planning, management and maintenance of water and sanitation.	<ul style="list-style-type: none"> <li>• No of women on water/sanitation committees</li> <li>• No of men on water/sanitation committees</li> <li>• No of women chairing these committees/total no of committees</li> <li>• Examples of the difference women have made</li> </ul>	Committee Records	Women are involved in the planning management and maintenance of water and sanitation and women are represented in the all the committee	4	3	3
<b>Environmental health</b>						

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13. Women are equally involved in preventive health campaigns	<ul style="list-style-type: none"> <li>• Types of campaigns</li> <li>• Involvement by women</li> </ul>	No records	Women are equally involved in preventive health campaigns for example cleaning campaigns	3	2	2
<b>HIV/AIDS and care work</b>						
14. The Council has a gender aware HIV and AIDS policy that is implemented and monitored.	<ul style="list-style-type: none"> <li>• Existence of policy</li> <li>• Messages underscore unequal power relations between women and men;</li> <li>• Prevention of parent to child transmission</li> <li>• Men are encouraged to go for VCT</li> <li>• Women and men have equal access to treatment</li> </ul>	No records	The council do not have a legal written document, but all members of the council are support groups members and this makes it easy for councillors to get involved and be hands on to the people living with HIV/AIDS	3	2	2
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"> <li>• Existence of care work projects supported by Council or in which Council is a partner.</li> <li>• Remuneration/trai</li> </ul>	No records	The council support people living with HIV/AIDS and men are encouraged to be involved in care work as to relief women from these hard work they are doing.	2	2	2

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	ning/support for care givers in these projects <ul style="list-style-type: none"> <li>No of women, no of men involved in care work</li> </ul>					
<b>Social development</b>						
16. Social and recreational facilities are gender aware and responsive	<ul style="list-style-type: none"> <li>Types of facilities for sports and recreation, extent to which these cater to the needs of women and men.</li> <li>No of women, no of men who make use of facilities</li> </ul>	Council records	Only football grounds are available for boys and girls and are gender aware.	1	2	2
<b>OGENDER SPECIFIC PROGRAMMES</b>						
<b>Gender based violence (GBV) flagship plan</b>						
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"> <li>Existence of street lights</li> <li>No of streets named</li> <li>No of streets named after women</li> </ul>	No records	There are no street lights nor streets in this area	1	0	0



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	<ul style="list-style-type: none"> <li>No of streets named after men</li> </ul>					
<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"> <li>Campaigns launched during the Sixteen Days</li> <li>Budget from Council for campaigns</li> <li>Other resources mobilised</li> <li>Follow up to campaigns</li> <li>Results achieved</li> </ul>	No Records	The council has not participated in any of the campaigns	0	0	0
<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"> <li>How the Council works with the police on GBV</li> <li>Existence of committees on GBV</li> <li>No of women and no of men on these committees</li> </ul>	No records	There is a very good working relationship between the police and community and women are represented and chair most of the committees in the community policing forums.	2	2	2
<b>EMPLOYMENT PRACTICES AND ENVIRONMENT</b>						

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<b>Selection and recruitment</b>						
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 for ensuring 50% by 2015.	<ul style="list-style-type: none"> <li>No of women in management</li> <li>No of men in management</li> <li>CEO/head of administration =M/F</li> <li>Examples of women in non traditional areas of decision-making e.g. finance</li> </ul>	Council records	Manager=1 M Staff=6 3 Male 3 Female	4	4	4
<b>Capacity building</b>						
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 received any gender training	0	0	0
<b>Working conditions and environment</b>						

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22. The work place is family friendly; there is a sexual harassment policy that is enforced.	<ul style="list-style-type: none"> <li>• Maternity and paternity leave</li> <li>• Flexi time</li> <li>• Family days</li> <li>• Sexual harassment policy</li> <li>• How sexual harassment cases are dealt with</li> </ul>	No records	<p>The work is a family friendly place that accommodates everybody, but there is no sexual harassment policy that is enforced.</p> <p>Staff get maternity and family days</p>	1	1	1
<b>GENDER MANAGEMENT SYSTEM</b>						
<b>Gender structures</b>						
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"> <li>• Gender focal point – who and what level</li> <li>• Gender committee- who and how often does it meet</li> </ul>	No records	The council has not yet set up a gender structure and there is no gender focal person	0	0	0
<b>Budgets</b>						
24. A share of expenditure is explicitly targeted at promoting gender equality. Women and	<ul style="list-style-type: none"> <li>• Specific budget line for gender – what proportion of budget</li> <li>• Gender reflected</li> </ul>	Council budget	The council budget does not include gender activities	0	0	0

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men benefit from the mainstream budget	in mainstream budget					
<b>Monitoring and evaluation</b>						
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"> <li>Regular reports to management on gender action plan.</li> <li>Corrective action taken.</li> <li>Score card used for benchmarking.</li> </ul>	No Records	The council has not set up M&E system in place for gender.	0	0	0
<b>TOTAL</b>				<b>41</b>	<b>37</b>	<b>37</b>