

GENDER SCORECARD FOR LOCAL GOVERNMENT

NAME OF COUNTRY: LESOTHO, NAME OF COUNCIL = LILALA 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 eg International Women's Day 	Council records	There is no gender policy in the council but council incorporates with national policy and its targets with the council plan	1	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 = 	Council records	Women councillors_8 Men councillors_7	4	4	4

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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"> • Mayor/Chair of Council = M/F • Deputy mayor/deputy chair of Council = • No of committees chaired by women = • No of committees chaired by men = 	Council records	Chairperson=F Vicechairperson=M Social service committee=F Land =M Planning =M	4	4	4
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. 	Council Records	Women and men participate equally in the council meetings and women influence most of the decisions taken by the council for example one woman councillor suggested that council work on land issues as they seemed very urgent and the council agreed on that.	4	4	4
Public participation						

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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 women and men 	Councillors minutes and attendance lists	Women participate equally with members at the public gatherings and most of the decisions taken influenced by them and they are in most committee	3	3	3
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. 	Council records	The council do have plans of local economic with other Organisations that still need to be followed up	2	1	1

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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 women and men being employed in non-traditional areas 	Lists	Both women and men are employed in equally numbers	4	4	4
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. 		The council do not work on contracts nor tenders	0	0	0
Climate change and sustainable development						
9. The Council is aware of climate change and its differential effects on	<ul style="list-style-type: none"> Existence of a policy on climate change how 	Council Records	The council is aware of the climate change and its effects on both women	3	3	3

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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"> Extent to which policy has been canvassed; involvement of women and men. 		and men The following measures have been taken to eliminate effects; planting of tree, Range Management, Catchment basin/watershed			
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 	No records	The council has not been involved in the waste management.	0	0	0
Land and housing						

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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"> • 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. 	Council Records	The council has allocated land to women and men equally, and women know that they have equal access to land, but the council does not keep gender disaggregated data	3	3	3
Water and sanitation						
12. Women are involved in the planning, management and maintenance of water and sanitation.	<ul style="list-style-type: none"> • No of women on water/sanitation 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 	Committee records	Women are involved in the planning management and maintenance of the water and sanitation and women are represented in the committees and most of the decisions are influenced by them	4	3	3
Environmental health						

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13. Women are equally involved in preventive health campaigns	<ul style="list-style-type: none"> • Types of campaigns • Involvement by women 	Councillors records	The council has not organised any campaigns, but they talk about all these issues during the public gatherings e.g. health campaigns	2	2	2
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 transmission • Men are encouraged to go for VCT • Women and men have equal access to treatment 	No records	<p>The council do not have a gender aware HIV/AIDS policy that is implemented, but the council makes sure that people access their medication and free</p> <p>Encourage both women and men go for VCT</p> <p>Teach people on how to protect themselves especially parent to child transmission.</p>	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"> • Existence of care work projects supported by Council or in which Council is a partner. 	Council Records	The council supports care for people living with HIV/AIDS and men councillors encourage men to get involved in the care work.	2	2	2

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	<ul style="list-style-type: none"> • Remuneration/training/support for care givers in these projects • No of women, no of men involved in care work 					
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 and men. • No of women, no of men who make use of facilities 	Playgrounds	There are few school play grounds that are gender aware	2	2	2
OGENDER 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 	No records	There are no streets and streets lights.	1	1	1

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	<ul style="list-style-type: none"> women No of streets named after men 					
<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 campaigns Results achieved 	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"> How the Council works with the police on GBV Existence of committees on GBV No of women and no of men on these committees 	Council records	<p>The relationship between community and police is very good though sometimes police take time to respond due to lack of resources</p> <p>Women are represented in the committee of policing forums</p>	2	3	3

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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 for ensuring 50% by 2015.	<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 areas of decision-making eg finance 	Council records	Managers=2 F Staff=7 Female=3 Male=4	3	2	2
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 Ministry of gender has once provided gender training for both women and men, but they are no documents	1	1	1

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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 	No records	The work place is family friendly ,but there is no sexual harassment policy that is enforced	1	1	1
GENDER MANAGEMENT SYSTEM						
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 	No records	The council has not yet set up a gender structure and there is no gender focal person	0	0	0
Budgets						
24. A share of expenditure is explicitly targeted at promoting gender	<ul style="list-style-type: none"> • Specific budget line for gender – what proportion 	Council Budget	A share of expenditure is explicitly targeted in council activities and does	1	1	1

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equality. Women and men benefit from the mainstream budget	of budget <ul style="list-style-type: none"> Gender reflected in mainstream budget 		not include gender activities			
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 taken. Score card used for benchmarking. 	No Records	The council has not set up M&E system in place for gender.	0	0	0
TOTAL				50	48	48