



LESOTHO

Gender and Development Policy 2018 – 2030

FINAL DRAFT

Foreword

This Policy was done at the end of the Millennium Development Goals (MDGs) and at the beginning of the Sustainable Development Goals (SDGs). I can confidently say that, this Policy incorporates the SDGs as well.

Gender equality promotes equitable and equal access to services, resources and implementation of legislation between and among men and women, boys and girls and other vulnerable groups.

In Lesotho some people are still living on less than M12.00 (\$1.25) a day; many lacking access to adequate food, clean drinking water and sanitation. Women are disproportionately more likely to live in poverty than men due to their gender roles and unequal access to paid work, discriminatory practices against women and girls as opposed to men and boys. In addition boys are also still subjected to unfair practices including child labor. Men in Lesotho are economically vulnerable due to diminishing access to productive resources like land and formal employment. We have to target those living in vulnerable situations, increasing access to basic resources and services, and supporting communities affected by conflict and climate-related disasters. Ending all forms of discrimination against women and girls and other vulnerable groups is not only a basic human right, but it also has a multiplier effect across all other development areas.

The Government of Lesotho continues to be committed to mainstream gender into all policies, programmes, plans and budgets. This is done in order to see improvements, progress and success with regard to prevention and eradication of sexual and gender – based violence, HIV, exploitation, infant and maternal mortality, unequal division of unpaid care work, inequalities in the control over

productive resources, food insecurity and hunger, inequalities in access to paid employment, gender disparity in decision-making positions.

The Government of Lesotho cherishes peace, stability, human rights and effective governance based on the rule of law as important conduits for gender equality and sustainable development. One of gender equality's main objectives is to ensure that household food security becomes a reality. Thus it will only become a reality when members of a family, at all times, have control over productive resources like land and property, have access to enough food for an active and healthy life.

Let us all, therefore, accelerate the development and implementation of programmes, projects, plans, activities and budgets including the enactment of legislation geared towards promotion of gender equality and build a sustainable economy base.

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Hon. Dr. Mahali Phamotse

Minister of Gender and Youth, Sport and Recreation

List of Acronyms

AIDS	Acquired Immuno Deficiency Syndrome
AU	African Union
SDGs	Sustainable Development Goals
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
GAD	Gender and Development
GADP	Gender and Development Policy
GBV	Gender Based Violence
GFP	Gender Focal Points
GMS	Gender Management Systems
GTC	Gender Technical Committee
HIV	Human Immunodeficiency Virus
ICT	Information and Communication Technology
MDG	Millennium Development Goals
MSM	Men who have sex with Men
NDP	National Development Policy
NSA	Non State Actors

PMTCT	Prevention of Mother to Child Transmission
PR	Proportional Representation
PRS	Poverty Reduction Strategy
SADC	Southern African Development Community
SME	Small and Medium Enterprises
STEM	Science, Technology, Engineering and Mathematics
STI	Sexually Transmitted Infections
UN	United Nations
WID	Women in Development

Glossary¹

Affirmative Action: Concrete temporary measure whose purpose is to compensate a certain social group for inequalities resulting from discriminatory practices or social systems.

Care giver: A person who provides emotional, psychological, physical, economic, spiritual or social care and support services to another.

Care work: It involves domestic tasks and direct care of people within family homes and local communities

Discrimination: Any distinction, exclusion or restriction which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise, by any person, of human rights, and fundamental freedoms in the political, economic, social, cultural, civil or any other field².

Domestic violence: Violence among members of a family or household; in this case one person gains power through the use of physical, sexual, psychological, emotional, or financial coercion; any person in a household could be the target of domestic violence but is most frequently experienced by women.

¹Definitions used in this section were derived from key regional and international books:

- i. SADC Protocol on Gender and Development;
- ii. SADC Gender Mainstreaming Toolkit;
- iii. Oxford Advanced Learner's Dictionary: Fourth Edition, Indian Edition;
- iv. United Nations Gender Mainstreaming handbook;
- v. Commonwealth GMS Handbook; and
- vi. UNDP Glossary

² The Constitution of Lesotho

Empowerment: The process of gaining access and developing one's capacities with a view to participating actively in shaping one's own life and that of one's community in economic, socio-cultural, political and religious terms.

Equal Rights: A truly egalitarian situation in which women and men and other vulnerable groups share equal economic, political, civil, cultural and social rights.

Gender: Means the roles, duties and responsibilities which are culturally or socially ascribed to women, men, girls and boys.

Gender analysis: A systematic analytical process used to identify, understand, and describe gender differences and the relevance of gender roles and power dynamics in a specific context³.

Gender and Development (GAD): An approach that emphasizes the fundamentally social nature of gender differences and introduces the concept of gender mainstreaming as a key strategy for analyzing the relationship between women and men both within the public as well as the private spheres⁴.

Gender aware: Recognition of gender differentials with little or no translation of this into practice.

Gender Based Violence: All acts perpetrated against women, men, girls and boys on the basis of their sex which cause or could cause them physical, sexual, psychological, emotional or economic harm, including the threat to take such acts, or to undertake the imposition of arbitrary restrictions on or deprivation of fundamental freedoms in private or public life in peace time and during situations of armed or other forms of conflict.

³ SADC Gender and Development Protocol

⁴ African Development Bank: Gender Policy 2001

Gender bias: Unfair differential treatment of men and women and other vulnerable groups because of their sex or sexual orientation.

Gender blind: Ignoring or failing to address the gender dimension of a policy programme or project

Gender perspective: A conceptual framework, an interpretation methodology and critical analysis instrument that guides decisions, broadens and alters views, and that enables us to reconstruct concepts, scrutinise attitudes and identify gender biases and conditionings, for subsequently considering and modification through dialogue their revision.

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Gender position: Women's social and economic standing in society relative to men

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Gender procurement: Ensuring that all citizens are offered equal services, regardless of gender, and increasing efficiency and quality of services

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Gender relevance: Noting whether a particular law, policy or action is relevant to gender relations and/or gender equality.

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Gender sensitive evaluation: Integrating gender equality concerns into the evaluation objectives and into the evaluation methodology, approaches and use.

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Gender sensitive: Taking into account the peculiarities pertaining to the lives of women, men, boys and girls and other vulnerable groups, while aiming to eliminate inequalities and promote an equal distribution of resources, addressing and taking into account the gender dimension.

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Gender specific monitoring: A monitoring approach mainly focusing on realising gender equality.

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Gender statistics: Statistics that adequately reflect differences and inequalities in the situation of women, men, girls and boys and other vulnerable groups in all areas of life.

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Gender-sensitive accountability: The obligation and responsibility of state structures and public officials to implement gender mainstreaming and achieve gender equality

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Gender-sensitive monitoring: Monitoring towards realising gender equality as its main focus.

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Gender disaggregated statistics: Data that enable one to compare women and men, girls and boys and other vulnerable groups in relation to gender related issues.

Gender Discrimination: The systematic, unfavorable treatment of individuals on the basis of their gender or gender identity, which denies them rights, opportunities or resources

Gender disparity: Statistical differences in the possession, status, opportunities between men and women and other vulnerable groups.

Gender Division of Labour: The socially determined ideas and practices which define what roles and activities are deemed appropriate for women and men girls and boys and other vulnerable groups.

Gender Equality: Means the equal enjoyment of rights and access to opportunities and outcomes, including control of resources, by women, men, girls and boys and other marginalized groups.

Gender Equity: The equivalence in life outcomes for women and men, girls and boys and other marginalized groups recognizing their different needs and interests, requiring a fair redistribution of power, resources, opportunities and responsibilities.

Gender Gap: The differences between women and men and other vulnerable group's access to and control over resources, especially as reflected in political, intellectual, cultural or economic attainments and attitudes.

Gender identity: the way somebody considers their own gender, i.e. whether they are male or female, which may or may not be different from their sex when born.

Gender Justice: Entails ending inequalities between women and men and other vulnerable groups that are produced and reproduced in the family, community, market and the state.

Gender Machinery: It's a gender expert group that promotes gender equality.

Gender mainstreaming:

Gender mainstreaming; means the process of identifying gender gaps and making women's, men's, girls' and boys' concerns and experiences integral to the design, implementation, monitoring and evaluation of policies and programmes in all spheres so that they benefit equally.

Gender management system: A network of structures, mechanisms and processes put in place within an existing organizational framework, to guide, plan, and monitor and evaluate the process of mainstreaming gender into all areas of the organizations work in order to achieve greater gender equality and equity within the context of sustainable development.

Gender norms: The standards and expectations to which gender identity generally conforms, within a range that defines a particular society, culture and community at that point in time

Gender Planning: Rests on the underlying rationale that women and men and other marginalized groups play different roles and this requires planning policies and plans to go beyond rhetoric and take cognizance of these issues in sector planning design and interventions towards realization of the national development goals.

Gender relations: Hierarchical relations of power between women and men that tend to disadvantage women and other marginalized groups.

Gender responsive: Creating an environment that reflects an understanding of the realities of women's and other marginalized groups issues and addresses them.

Gender Responsive Budgeting: Is a tool and process designed to facilitate a gender analysis in the formulation of government budgets and the allocation of resources.

Gender roles: Consist of those activities, tasks and responsibilities that are considered by society as 'natural' for women or men.

Gender sensitive: Acknowledging and taking into account gender dimension of a policy, programme, or project and the specific gender needs of both men and women and other groups at all levels of planning, implementation, monitoring and evaluation.

Gender stereotypes: A set of common norms and judgments concerning existing position of men, women and other group's norms, behavior, motivations and needs.

Health: A complete state of physical, mental, spiritual and social well-being of an individual and not merely the absence of disease or infirmity.

Human-trafficking: The recruitment, transportation, harbouring or receipt of persons, by means of threat, abuse of power, position of vulnerability, force or other forms of coercion, abduction, fraud or deception to achieve the consent of a person having control over another person for the purpose of amongst other things, sexual and financial exploitation.

Informal sector: The portion of a country's economy that lies outside of any formal regulatory environment.

Marginalized groups: It's a group of persons that are socially excluded or socially disadvantages and relegated to the fringe of society. In the context of this policy, the term 'marginalized groups' refers specifically to groups marginalized on the basis of their gender identity and/or sexual orientation.

Multiple roles of women: The several responsibilities that women shoulder in the reproductive, productive and community management spheres.

National gender machineries: National structures with the mandate of executing and monitoring gender and related policies and programmes in line with national, regional and international commitments.

Practical needs/interests: Means immediate, short and medium term material needs that arise from current conditions.

Patriarchy: Systematic social structures that institutionalize male physical, social and economic power over women⁵.

⁵Reeves and Baden 2000, 'Gender and Development: Concepts and Definitions', BRIDGE Gender and Development Report No. 55

Reproductive Work: includes the care and maintenance for the domestic unit and its members, as well as bearing and caring for children, it not considered as work by society and has no exchange value.

Sex: Means the biological differences between females and males.

Sex-disaggregated data: Means an overall and thorough breakdown of all statistics relating to individuals by sex.

Sexual Violence: Is any sexual act (including unwanted sexual comments or advances, acts of traffic such as forced prostitution or sexual slavery, or any other act directed against a person's sexuality) or attempt to obtain a sexual act by violence or coercion, by any person regardless of their relationship to the victim, in any setting, including but not limited to home and work.

Sexual reproductive rights: Means the universal human rights relating to sexuality and reproduction, sexual integrity and safety of the person, the right to sexual privacy, the right to make free and responsible reproductive choices, the right to sexual information based on scientific enquiry, and the right to sexual and reproductive health care.

Social safety nets: Means the measures taken or applied to mitigate the effects of poverty, gender based violence and other social ills.

Socialization: Life long process of disseminating and inheriting norms, customs, values and ideologies.

Strategic gender interests (SGIs): Interests identified by women as a result of their subordinate social status, aiming to challenge gender divisions of labour, power and control, and traditionally defined norms and roles.

Strategic needs/interests: Are long term and related to equalizing gender-based disparities in wages, education, employment and participation in decision-making bodies.

Vulnerable groups: Includes but not limited to boys, girls; older women and men; gay lesbian, bisexual, transgender and intersex people; disabled persons, sex workers, people living with HIV and AIDS,

Women in Development (WID) approach: Means an approach that seeks to integrate women into the development process by targeting them as passive beneficiaries of programming.

Youth: Are defined as people aged 15-35 years.

1. Background

1.1 Introduction

Gender equality is an issue for development, good governance and democracy whereby men, women, boys and girls and other vulnerable groups as citizens are equally considered, included and represented as well as equal participants in the management of their country's affairs. Thus gender-equality and women empowerment are accepted development targets worldwide because they are regarded in a number of international and regional instruments as basic human rights that are central to achievement of national and global development initiatives.

Gender equality is regarded as a precondition for democracy, which requires all sectors of the society to be inclusive of women and other groups in order to fully participate in power and resource allocation and sharing. If realized, gender equality will promote sustainable human development which focuses on the different needs of women, men and other groups. Within the context of a

democratically elected government, Lesotho strives to fulfill its vision of an inclusive and participatory society. Achieving greater equality of gender at home, in politics, at work and at all decision making levels, as well as within the larger community is a critical part of consolidating democracy and building peace. This entails uplifting and empowering men, women, boys and girls and all minority groups.

In 2003, the Government of Lesotho adopted its first Gender and Development Policy (GAD Policy) with the view to achieve gender equality in various sectors. During its implementation, there were notable achievements including the enactment of the following;

- Establishment of Lapeng one Stop Centre for victims of gender based violence
- Enactment of Legal Capacity of Married Persons Act 2006
- Amendment of Companies Act of 2011
- Financial Institutions Act 2008
- Labour Code Wages Act 2012
- Local Government elections Act 2004
- Local Government Amendment Act 2011
- National Assembly Electoral Act 2011
- Enactment of Sexual Offences Act 2003
- Anti-Trafficking in Persons Act 2011
- Children's Protection and Welfare Act 2011
- The Education Act 2010
- The Penal Code 2010
- The Land Act 2010

Challenges though not limited to these, include;

- Delayed formulation and finalisation of the Domestic Violence Bill

- Inadequate resourcing for Gender related programs
- Limited governance capacity
- Regression in local Government elections quota outcome
- Limited Gender responsive research, monitoring and evaluation structures
- Limited coordination

These challenges, gaps and other emerging gender concerns called for the review of the 2003 – 2013 Gender and Development Policy.

1.2 Rationale for the review of the Gender and Development Policy

The vision of the 2003 GAD Policy was to 'ensure equality of all opportunities between women, men, girls and boys and other marginalized groups so that development efforts could have an equal impact on all. Despite this noble vision, women, girls and other vulnerable groups in Lesotho continue to experience different forms of discrimination and violation of their fundamental freedoms and human rights. On the other hand the dominant masculinities continue to harm both men and women as the interface of culture and contemporary forms of masculinities are creating new challenges for women, girls' men, boys and other marginalized groups. There are still some continuing gender disparities between men and women and other groups as reflected in their under representation in political structures and in decision making levels, increasing gender based violence, high maternal mortality rates, HIV and AIDS and poverty. While most of the policy's objectives remain relevant today, there has been an evolution in the vision's, development perspectives and practices at the international, regional and national levels which call for more innovative approaches in addressing gender inequity and inequality.

The revised GAD Policy is a ten year Policy which will be implemented through multi-sectoral approaches inclusive of all government ministries, local authorities, civil society organisations, faith based organizations, academic institutions, and

private sector and development agencies. The reviewed Policy is therefore aligned to the SADC Gender and Development Protocol⁶; and, it is anchored in accordance with the themes thereof. It is also responsive to Lesotho's national, regional and global commitments and is also cognizant of the post 2015 development agenda.

Thus, the rationale for the revision of the policy is to address the new and emerging national, regional and global gender issues including the challenges highlighted above. The revised Policy is also premised towards confronting other gender disparities between men and women, boys and girls and other marginalized groups which are reflected in the increasing gender based violence, high maternal mortality rates at 1023 deaths per 100 000⁷ and the feminized HIV epidemic with an HIV prevalence of 27% among women aged 15 to 49 as compared to 18% among their male counterparts⁸; poverty as well as other challenges in relation to gender inequality. Reference to development perspectives and a practice on the international, regional and national levels also forms the core of this Policy in addressing gender inequity and inequality.

1.2.1 Some Emerging Gender Concerns

The following are some of the major concerns;

- Quantifying the cost of gender inequality. For example the cost of gender based violence (GBV) and Financing gender equality is one of the a key issues
- Climate change – The effects of the Elnino drought on livelihoods and agriculture and the depletion of energy sources have severe consequences for women since it is largely women that are in need of

⁶SADC Gender and Development Protocol, 2008.

⁷Lesotho Demographic Health Survey 2014: MOH

⁸ Revised National Strategic Plan on HIV and AIDS 2012/13 – 2017/18

the different forms of energy sources due to various demands of their gender roles.

- Absence of specific Legislation on Domestic Violence - This has left Gender Based violence inadequately addressed by the law since it is executed using other laws. There is urgent need for legislation targeting gender violence.
- Gender Peace and Security - Instability and wars largely affect women and children. Often they are used as weapons of war in the form of human shields, sexual exploitation, torture leading to death. Instability also renders women vulnerable to domestic violence due to the inability to perform their gender roles in a peaceful atmosphere.
- Legislative interventions that are accessible, significant and potentially life changing are inadequate.
- Continued perpetuation of Gender inequality as a result of unpaid care, domestic work and community work. This is calling for investing in potential and strategic areas to maximize gender mainstreaming efforts.
- The reversing development gains in the areas of governance, education, gender equality and health
- Changing gender relations and gender identities – The societal expectations on males and females.
- Male involvement in the promotion of gender equity and equality - that will lay a strong foundation for the establishment of the principle of shared power and responsibility among women, men and other marginalized groups at home, in the community, in the workplace and in the wider national and international communities.

1.3 Policy Framework

The Policy is aligned to the international and regional instruments including the Sustainable Development Goals (SDGs), SADC Protocol on Gender and Development, Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW); Beijing Declaration and Plan of Action; the Commonwealth Plan of Action for Gender Equality 2005-2015, AU Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa and AU Solemn Declaration on Gender Equality in Africa, among others. At the local level, it is aligned to the national protocols such as the National Strategic Development Plan (NSDP II) and Vision 2020. Gender equality will form a critical area of concern in the GAD Policy. Within this context the policy aims at achieving the national vision, mission, goals, objectives and guiding principles.

2. POLICY FRAMEWORK - VISION, MISSION, GOAL, OBJECTIVES AND GUIDING PRINCIPLES

Policy priority areas

1. Gender and Constitutional and Legal Rights;
2. Gender and Governance;
3. Gender, Education and Training.
4. Gender, Productive Resources and Employment, Economic empowerment.

5. Gender, Climate change, Sustainable Development and Disaster Risk Management.
6. Gender, Food and Nutrition Security.
7. Gender Based Violence
8. Gender and Health
9. Gender, HIV and AIDS
10. Gender and Peace Building
11. Gender, Media, Information and Communications
12. Gender, water and Sanitation

2.1 Vision

A nation of women, men, girls, boys and other marginalized groups who are equal contributors to, and beneficiaries of national development.

2.2 Mission

To advance gender equity and equality as enshrined in international and regional human rights instruments that Lesotho is party to as well as the national frameworks.

2.3 Goal

The overall goal is to promote and provide national guidelines for institutionalizing gender equity and equality as an integral component of social, economic and political development.

2.4 Specific Policy Objectives

The GAD Policy has the following objectives:

Priority 1: Gender and Constitutional and Legal Rights;

Objective 1: To facilitate equal constitutional and legal protection of different groups of women, men, boys, girls, and all marginalized and vulnerable persons at all levels.

Priority 2: Gender and Governance

Objective 2: To take measures that ensure women and other marginalized groups equal access and full participation with men in governance structures, leadership, political and economic decision making.

Priority 3: Gender, Education and Training.

Objective 3 To increase women's, men's, girls, boys and other marginalized groups access to gender responsive quality education and training programmes so as to build a productive work force that can sustain the economy of the country.

Priority 4: Gender, Productive Resources and Employment, Economic empowerment.

Objective 4: To promote women, men, boys', girls' and other marginalized groups full and equal access to and control over productive resources, opportunities as well as benefits of socio-economic growth and development.

Priority 5: Gender, Climate change, Sustainable Development and Disaster Risk Management.

Objective 5: To ensure equal participation of men, women, boys, girls and other marginalized groups in addressing gender and climate change as well as sustainable development issues.

Priority 6: Gender, Food and Nutrition Security.

Objective 6: To ensure that women, men and other marginalized groups in Lesotho have equal control over productive resources for them to insist on and provide safe nutritious food at all times to their family members and to society at large so as to live healthy life.

Priority 7: Gender Based Violence

Objective 7: To prevent and reduce all forms of gender based violence in the public and private spheres and to provide integrated services to GBV survivors and perpetrators.

Priority 8: Gender and Health

Objective 8: To provide and make accessible to all women, men, adolescents and other marginalized groups good quality healthcare services, including sexual and reproductive health care, information and related services. It would be imperative also to provide a comprehensive continuum of HIV prevention, care and treatment for all.

Priority 9: Gender, HIV and AIDS

Objective 9: To ensure access to health services for men, women boys, girls and other vulnerable groups and encourage male involvement in sexual and reproductive health issues.

Priority 10: Gender and Peace Building

Objective 10: To promote gender responsive, inclusive, participatory and representative decision-making and negotiation processes in peace building efforts at all levels.

Priority 11: Gender, Media, Information and Communications

Objective: To promote equal involvement and representation of women and men, boys and girls in order to ensure gender sensitive reporting.

Priority 12: Gender, Water and Sanitation

Objective 12: To promote equal representation and active participation of women, men and other marginalized groups at all levels of design, planning, implementation, monitoring and evaluation of water management and administration programmes.

2.5. Cross Cutting Strategies

- **Research, Strategic information and documentation:** Conduct regular research and periodic reviews in the light ~~of emerging~~ of emerging issues, report and document and share the experiences learned.
- **Coordination;** Conduct regular coordination meetings to ensure harmonization of and synergies between efforts of all stakeholders to avoid

duplication; and monitor and evaluate progress on the implementation of the gender and development policy and the impact made.

- **Capacity building for Gender Mainstreaming:** Capacitate all stakeholders to include gender equality in to the development of policies and programmes.
- **Capacity Strengthening of Gender Machinery:** Strengthening the capacity and competencies of the Gender Machinery in both government and Non-Government organisations.
- **Financing for Gender Equality.** Reviewing financing patterns and lobby development partners to increase resource allocations for promoting gender equality in Lesotho.
- **Gender Responsive Budgeting (GRB):** Promote gender equality by influencing the budgeting process and assuring the allocation of adequate resources and public expenditure for all sectoral programs in order to address gender inequalities between women/girls, men/boys and other marginalized groups and to achieve the goal and objectives of the policy as well as SDG5. Collectively GRB initiative seeks to raise awareness of the effects that budgets have on women and men, girls and boys and other marginalized groups. It holds the Government accountable for its commitments to gender equality.

2.6 Guiding Principles

The GAD Policy is guided by the following principles:

1. **Rights based approach:** Women's, Men's, girls', boys' and marginalized groups rights are human rights. They are an integral part of good governance, eradicating corruption and fostering democracy.
2. **Empowerment of women and girls:** Gender equity and equality can only be achieved if women and girls have the skills, confidence and agency to claim their legal, social, economic and political rights.

3. **Empowerment and involvement of men and boys:** Men and boys have a key role to play in achieving gender equality.
4. **Multi-sectoral approach:** All stakeholders including state and non-state actors across all sectors need to work together as partners in a coordinated way to achieve gender equity and equality.
5. **Monitoring and evaluation:** Periodic assessment of the situation or development intervention to reflect its impact on gender socially, economically and politically.
6. **Gender Responsive Financing:** All Government agencies and Non-state actors are responsible for providing budgetary and human resources needed for implementation of this Policy, including through the strategy of gender responsive budgeting outlined above.

3. POLICY DEVELOPMENT PROCESS

The following methodology was followed for developing this Gender and Development Policy:-

- a) A consultancy, Women and Law in Southern Africa – Research and Education Trust (WLSA) was identified to review the 2003 Gender and Development Policy. A Policy Review Report was produced with recommendations after pointing out the strengths and weaknesses as well as gaps of the 2003 Policy. The Policy Review Report was then used as a basis for developing this Gender and Development Policy.
- b) A zero draft Policy was then submitted and presented to the Ministry of Gender and Youth, Sport and Recreation (Department of Gender).
- c) Policy Development Teams (PDTs) were established to carry out consultations and incorporate comments into various draft policies

and comprised of members of the Department of Gender under the supervision of Director Gender.

- d) The zero draft was discussed, comments were incorporated and the first draft Policy was presented to the Gender Technical Committee.
- e) Comments were incorporated into the first draft of the Policy and the second draft Policy was then presented to the Ministry of Gender and Youth, Sport and Recreation Management Committee.
- f) The second draft was circulated to all ten districts and consultative meetings were held in the districts with heads of division. Their views and opinions on the draft policy were incorporated and resulted into the third draft policy.
- g) The third draft of the Policy was circulated and presented to Government Sectors. Their views, opinions and comments were incorporated and a fourth draft policy was a result.
- h) The fourth draft Policy was presented to the Community Councils and incorporation of their views, opinions and comments were incorporated and it resulted in a fifth draft policy.
- i) The fifth draft Policy was sent to Development Partners for their comments. Comments were incorporated and a sixth draft policy was an output.
- j) The sixth draft Policy was then presented to the Principal Secretaries' Committee for comments and their comments were incorporated resulting into the seventh draft policy.
- k) Consensus building workshop was organised comprising a cross section of people consulted for finalising the Policy.
- l) After comments were incorporated from the consensus building workshop a final draft Policy was presented to Cabinet for approval.

4. Policy Priority Areas, Objectives and Strategic Actions

4.1 Gender and Constitutional and Legal Rights

The Lesotho National Strategic Development Plan (NSDP) 2012/13-2016/17 notes that human rights are enshrined in the Constitution of Lesotho. Lesotho is party to the majority of the international human rights conventions, and has signed all the core human rights instruments including the CEDAW and the Optional Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa (the "Maputo Protocol"). Although the international and regional instruments have been ratified, they have not yet been fully incorporated into the domestic law, and as such, has no direct domestic application.

Lesotho ratified the Convention on the Socio-Economic and Cultural rights recognizing that, in accordance with the Universal Declaration of Human Rights, the ideal of free human beings enjoying freedom from fear and want can only be achieved if conditions are created whereby everyone may enjoy his/her economic, social and cultural rights, as well as his/her civil and political rights.⁹ In practice, these rights are not classified as fundamental and freedoms but rather as principles of state policy which in essence are not justiciable under the constitution of Lesotho. This therefore means that these rights are not necessarily binding to the state.

Although the 2015 Ibrahim Index of African Governance ranks Lesotho relatively higher than some African countries in observing human rights (70.9 in participation and human rights), the 2012 Human rights Report notes various human rights violations including cruel, inhumane, or degrading treatment or

⁹ International Covenant on Economic, Social and Cultural Rights, Adopted and opened for signature, ratification and accession by General Assembly resolution 2200A (XXI) of 16 December 1966, entry into force 3 January 1976, in accordance with article 27

punishment and torture by police, and societal abuse of women and children were the most important human rights problems in the country. Other human rights problems included reported deaths in police custody, lengthy pre-trial detention, long trial delays, and official corruption, human trafficking, discrimination against people living with HIV, and child labor¹⁰. Anecdotal data also indicates abuse of elderly women accused of witchcraft is on the rise, the high rates of HIV and AIDS related deaths have fueled this violation.

Violence against women in Lesotho is pervasive and seems by all indications, to be on the increase. Reports show that 86% of women experience GBV while 41% of men are reported as perpetrators. GBV thus presents a major obstacle for women across the country to realize their fundamental human, sexual and reproductive rights.

Lesotho operates a pluralistic legal system comprising Customary Law, Roman Dutch Law (Common/Civil Law) and Statutory Law. Common Law and Customary Law operate in parallel and are equal to each other. The effect of this combination, results in inconsistency and conflict in upholding women and other marginalized groups human rights. However, the Supreme law of the land is the 1993 Constitution, and any other law inconsistent with it becomes null and void. The Lesotho Constitution therefore guarantees the right to equal protection before the law for “every person (citizen or any human being) without discrimination on any ground”¹¹. The Constitution is generally assumed to be gender neutral, making no distinction between the sexes / genders.

Despite the above provisions, Section 18 (4) (c) of the Constitution permits discrimination on the basis of customary law application and this affects women

¹⁰Country Reports on Human Rights Practices for 2012 United States Department of State • Bureau of Democracy, Human Rights and Labor

¹¹Lesotho Constitution, 1993, section 18

negatively. Furthermore, there is a gap in the harmonization of laws especially in line with regional and international instruments ratified by Lesotho and in the implementation and enforcement of these laws. The patriarchal system, mind-sets, negative attitudes towards women, marginalized groups and gender issues consequently influence the outcomes of legal matters. Hence, there is need for continuous gender responsive trainings of all service providers at all levels to guarantee outcomes that are gender sensitive.

Lesotho has put in place the legal frameworks in order to promote gender equality and women's empowerment, and these include The Legal Capacity of Married Persons Act, Sexual Offences Act, Land Act, and Companies Act. These laws are intended to enable women to access and have control over productive resources and services. Despite all these progressive legal instruments in place, women continue to be marginalized in economic and political decision making, as well as in experiencing gender based violence.

Lesotho is party to international human rights conventions. It has since submitted the 1st, 2nd, 3rd, and 4th CEDAW reports in 2010 and submitted a follow-up report in 2016. At continental level, it has signed Maputo Protocol, African Declaration on Gender Equality and SADC Gender Protocol which is a monitoring tool for the regional block.

Whereas Lesotho has been able to work on her universal periodic review, most of the laws seem not to reflect sexual and reproductive health and rights, and therefore, has been called upon to deliberately integrate sexual and reproductive health and rights (SRHR) in the cycle of universal periodic review.

4.1.1 Key issues

Limited capacity for domestication of international treaties and conventions and their implementation

Some of the critical issues include the abuse of women and children, spousal abuse, discrimination against women with regards to inheritance and decision making, stigmatisation of persons with disabilities especially women, trafficking in persons, injusticiability of socio-economic and political rights, and limited access to justice service delivery.

4.1.2 Policy Commitment:

The Government shall create an enabling environment that guarantees human rights, constitutional and legal protection to every person regardless of age, gender, race, sex, color, language, religion, culture, political or other opinion, national or social origin, property, birth, disability or other status related to fundamental human rights and freedoms.

4.1.3 Policy Objective:

To facilitate equal constitutional and legal protection of women, men, boys and girls and all marginalized persons at all level.

4.1.4 Strategic Actions:

To achieve this objective the Government of Lesotho will undertake to:

1. Review, amend and repeal all the discriminatory provisions of 1993 Constitution of the Kingdom of Lesotho, which inhibit the individual freedoms, and rights especially Section 18 (4) (c), and the inheritance laws, citizenship laws
2. Harmonize customary and civil laws.
3. Formulate and enact specific legislation on Gender Equality and Domestic Violence.

4. Simplify, popularize and disseminate all the laws and policies in local language.
5. Build capacity of the justice system to systematically and routinely protect vulnerable victims and witnesses and deliver gender justice sensitively, fairly and speedily.
6. Provide continuous gender sensitization and training for service providers including right holders and duty bearers (policy makers, executive etc.
7. Conduct costing and budgeting for implementation of gender related laws and policies and develop mechanisms for tracking funds utilization and its impact.
8. Protect the rights of women, children and other marginalized group in non-legally recognized union.

4.2 Gender and Governance:

Lesotho has taken measures towards the commitments to mainstreaming gender equality and women's empowerment in its development frameworks and practices. The total number of women in the post-2007 Parliament was 37 out of 153 members (seven (7) in the Senate and thirty (30) in the National Assembly), thus constituting 24.18% of the whole membership. The figure increased marginally after 2012 elections to 40 or 26.14% of the entire legislature (nine (9) in Senate and thirty-one (31) in the National Assembly). In post-2015 elections Parliament, there are still 37 women in the whole Parliament (eight (8) in the Senate and twenty-nine (29) in the National Assembly). The Speaker of the National Assembly has for the first and longtime been a woman from 2002-2012 and 2015-2017 and for the first time also, the head of the Judiciary, the Chief Justice, is a woman. Similarly, in 2003, Lesotho had its first woman as a member of the IEC and she's one of the three Commissioners. The 2011 local government elections produced women representation 49% having declined from 58% in

2005, where women's representation has exceeded 30% electoral divisions for women and a mark stipulated in the SADC gender protocol.

Lesotho has laudably established key governance institutions such as the Directorate of Corruption and Economic Offences (DCEO), Office of the Ombudsman and the Independent Election Commission (IEC). Today, the key institutions have less numbers of women and less on substantive representation that largely affects the decision making. Besides that, they have challenges with the capacities to deliver quality, inclusive and gender responsive needs and priorities for the Government and its partners.

The Government views an effective local governance system as a critical vehicle for accomplishing its efforts in reducing poverty, promoting inclusive economic growth and entrenching democratic principles that are vital to the development of the people. In 2014 the Government formulated and adapted the National Decentralization Policy with the purpose of deepening and sustaining grassroots-based democratic governance and promoting equitable local development by enhancing citizen participation and strengthening the local government system, while maintaining effective functional and mutually accountable linkages between central and local governmental entities.

The policy articulates Lesotho's model for decentralized governance and service delivery; establishment of local governments with autonomy and executive authority; development and implementation of strategic framework for participatory and integrated development planning; establishment of fiscal decentralization and prudent public financial management; and the development of a framework for exercising local autonomy and inter-governmental relations. Governance processes including gender sensitive

planning, policy-making, budgeting, accounting, procurement, monitoring and evaluation etc.

4. 2.1 Key issues:

The Government of Lesotho enacted the Local Government Elections Act in 2004, which was amended in 2011 providing for quota system of one third representation of women in selected constituencies. This intervention has been positive at local level as women's representation increased to 50 percent threshold as set by SADC. The Government of Lesotho further amended the National Assembly Act in 2011 introducing the "zebra system" in the Proportional Representation (PR) listing at national level. This system has slightly increased women's representation in parliament from 27.5% in 2007 to 29% in 2012. This is still below the expected 50% SADC target due to the partial application of the system.

Regardless of the above successes, there are still some challenges and gaps in Lesotho. At local government, women's representation has declined from 58% in 2005 to 49% in 2011 due to the gender insensitive nature of the political structures (political parties) and governance institutions and processes. The withdrawal of women from political leadership space is a setback for Lesotho. Gender insensitive cultural attitudes, fear of victimization, as well as unpaid care work in the home remain major barriers to increasing women's ability to compete equally with men at these levels.

Continued under-representation of women in the legislative assembly and minimal numbers of women in the executive and in the private sector leadership is a challenge. Whereas at local levels the numbers have been increasing to an almost gender parity level, there is need for more emphasis on substantive representation. Overall, women representation has been regressing at all levels.

Therefore there's need to revisit the affirmative action efforts/quota systems so that they are considered with other gender-sensitive social, economic and electoral processes mechanisms and other supportive and complementary mechanisms. Up to date the 30% representation is only applied at local government elections but not at different levels of decision making, including at the national levels.

4.2.2 Policy Commitment:

The Government shall promote democratic and good governance through gender - balanced leadership and gender sensitive processes in both the public and private sectors.

4.2.3 Policy Objective:

To take measures that ensure to achieve equal access and full representation and participation of women, men and other marginalized groups in all processes and at all levels of governance structures, leadership and decision-making positions through capacity development in both private and public sector

4.2.4 Strategic Actions:

To achieve this objective, the Government of Lesotho will undertake to:

1. Advocate for the implementation of affirmative action (through legislation quota) in ensuring equal participation in governance structures and decision making including at political party level.

2. Institutionalize laws that provide for a quota system for women, men and other marginalized groups in key governance structures and decision-making positions across all sectors.
3. Build capacity of women, men and other marginalized groups on good governance in parliament, the judiciary, political parties and private sectors
4. Facilitate the establishment, strengthening and operationalization of support structures for women and other marginalized groups in politics.
5. Lobby and advocate for gender parity in and through the media and civil society for positive images in politics, and secure media space
6. Promote and build capacity of women, men, girls, boys and other marginalized groups in gender equality activism.
7. In collaboration with private sectors, conduct regular gender-based research, monitoring and evaluation on gender disaggregated data, equal representation and effective participation of women and marginalized groups in governance and decision-making positions.
8. Create and strengthen a pool of Women and other marginalized groups previously and presently in position of leadership and management, across different sectors as a resource to advance the gender equality and governance issues.(resourcing)
9. Support and leverage the youth and minority groups' participation and leadership at all levels and processes of governance

4.3 Gender, Education and Training:

The government of Lesotho enacted the Education Act of 2010 which provides for free and compulsory education at primary level for all the groups. The government further through the Ministry of Education developed the Lesotho

Education Sector Strategic Plan 2005/2015 which calls for equitable enjoyment of rights and opportunities that are offered by education for men, women and other marginalized groups. The Strategic Plan further proposes the necessity to include gender-sensitive career guidance at all levels of education.

Due to entrenched social-cultural practices, women and other marginalized groups are still underrepresented in Science, Technology, Engineering and Mathematics subjects (STEM). Besides that, statistics indicate that, for instance, out of two thousand and ten schools, about 40% have the capacity and the technical know-how to offer science subjects. Another challenge is that although the government has enacted the Education Act, 2010 which calls for free and compulsory education, infrastructures and teaching aids are not user friendly for other people especially those with disability.

Although access to education is not a challenge especially at primary level, gender stereotyping in subjects and subject choice at secondary education and tertiary levels is evident. Teachers, curriculum developers and management staff of the education sector have to be trained on gender-sensitization training and programming. Teaching materials also need to be engendered.

Lesotho continues to show gender differentiation in education between boys and girls at all levels. Access to education favours girls more because of the boys' traditional gender roles of herding that has always been followed by seeking employment in the Republic of South Africa mines.

The 2016 National Census indicates that there are more males who have never attended school in urban areas (65%) and staggering (71.8%) for peri-urban and (78.1) for rural areas.

The government has conducted a number of studies and implemented pilot approaches to creating school environments that are equally affirming to both boys and girls. It is necessary to ensure that the gains made in this area are not lost by offering continuous and consistent gender training. It requires that all gains be institutionalized and that adequate monitoring mechanisms be put in place. It is time that women and other marginalized groups educational advantage is translated into fair recognition of their skills capabilities in the decision-making public space.

4.3.1 Key issues:

Although the performance of girls and boys in science subjects from primary school level to high school is competitive, at tertiary level, a different picture emerges. The majority of women and girls dominate the soft disciplines, most of them are in humanities, education, law, social sciences and domestic science like nutrition, crafts, while the "hard" science disciplines, which are highly paying are a preserve of male students. For instance, in the faculty of Agriculture, Science and Technology at NUL, the proportion of female students to male students is 0.4% while in other faculties it is 1.4%. This calls for encouraging gender balance across all the disciplines and motivating women and girls to the keys challenges and drivers that inhibit women and girls taking up STEM subjects.

Enrolment and retention and completion of girls and boys differ from district to district. As per three regions that Lesotho is divided into; in urban areas there are more females (51.7%) than males (48.3%) who are still attending school. In peri-urban there are still more females (50.9%) than males (49.1%) who are in attendance and in rural areas the trend remains the same; females (51.3%) and males (48.7%).

However, figures indicate that there are more males leaving school in Thaba-Tseka (56.3%) and Mokhotlong (56%) while Maseru is dominated by female (52.9%). This educational gender gap is a challenge that cannot be addressed only by the free and compulsory clause of the 2010 Education Act. Gender sensitive planning, systems and management, including support systems to respond to the gender needs of both females and males students is needed from as early as child care stage.

The enrolment of boys into herding livestock affects their education as they drop out of formal schooling, socialization and health because they are isolated from the rest of the community and far from health centres as they often spend most their time in cattle posts.

4.3.2 Policy Commitment:

The Government shall mainstream gender into all education and training programmes, processes and materials development to ensure equal representation, participation and performance, with special emphasis on girls, boys, young women, young men, and all vulnerable groups.

4.3.3 Policy Objective:

To increase women's, men's, girls, boys and other marginalized groups access to gender responsive quality education and training programmes so as to build a productive work force that can sustain the economy.

4.3.4 Strategic Actions:

To achieve this objective Lesotho will undertake to:

1. Integrate gender in education and training policies, including in early childhood development, primary, secondary, post- secondary, tertiary and vocational education programmes
2. Advocate and enforce the implementation of the international and national education frameworks and guidelines, including Education Act of 2010, school related sexual and gender based violence (SGBV),
3. Compilation, harmonisation and popularization of relevant pieces of legislations on sexual and gender based violence in both the public and private institutions.
4. Establish national database of gender disaggregated information on pupil performance and participation at all levels of education.
5. Establish mechanisms to encourage women, girls and other vulnerable groups to study Science, Technology, Engineering and Mathematics (STEM) subjects.
6. Promote gender responsive and inclusive education programmes for boys, girls and other vulnerable groups.
7. Promote gender parity in teaching staff at all levels of institutions and all subjects.
8. Build and strengthen leadership skills of teachers, children and youth, to equip them with necessary life skills that will lead to gender responsive attitudes and behaviour change.

4.4 Gender, Productive Resources, Employment and Economic empowerment

Reports indicate that over a million people (57.1% of Lesotho's population) live below the national poverty line, and that 34.0% are below the food poverty line of Maloti (LSL) 138 (approximately USD 10.30)¹² per adult per month, which translates to one out of every three people¹³. Although the World Bank categorized Lesotho as a lower-middle-income country (LMIC), the country is currently lowly ranked 162 out of 187 countries on the Human Development Index 2015¹⁴. With a Gini coefficient of 0.53 Lesotho is ranked among the ten most unequal countries in the world¹⁵. The proportion of very poor people showed an increase from 29.1% in 2002/03 to about 35% in 2014/2015¹⁶. Poverty is more prevalent in rural areas¹⁷.

Poverty in Lesotho is attributable to such factors as the global economic downturn, climate change, international economic policies and an uncertain political environment, limited productive resource. Limited and relevant education and training of the youth, which leads to increased unemployment is also another factor behind the country's poverty. Women are more likely to be poor, unemployed, face gender-based violence and have a higher prevalence of HIV than their male counterparts across the country¹⁸. Poor women-headed households are vulnerable and face more risk from food insecurity.

Household Income and Expenditure Surveys indicate that the national Gini coefficient has fallen from 0.57 in 1994/95 to 0.53 in 2002/03 and that there has

¹²All USD conversions are based on the exchange rate USD 1 = LSL 13.3973569442 (8 February 2017, xe.com).

¹³World Bank, 2015; Oxford Poverty & Human Development Initiative (OPHI), 2016; Smith et al 2015;

¹⁴UNDP, 2015

¹⁵World Bank, 2015

¹⁶World Bank, 2015; LHDR, 2015; Lesotho Bureau of Statistics, 2014, Ministry of Health, 2015.

¹⁷ ibid

¹⁸ ibid

been a significant reduction in headcount poverty from 66.6% to 56.6%. This still suggests significant inequality, with income distribution heavily skewed with the richest 20% securing 60% of income while the poorest 20% receive only 2.8%¹⁹ .

Inequality is high in both urban and rural areas, having been a structural feature of Lesotho for decades. Even though the top wealth quintile resides predominantly in the lowland areas with half of the poorest quintile living in the mountains, the rural-urban divide can explain only 4% of overall inequality, with the remaining 96% being attributable to intra-urban and intra-rural inequality²⁰. Lesotho similarly has a higher level of consumption inequality than most countries in the region. With a Gini coefficient of approximately 0.5, Lesotho can only expect to reduce the poverty head count by 1% in response to each 1% increase in the growth rate.

According to the Gender Inequality Index (HDR 2010, using 2008 data), Lesotho performs relatively well with an index score of 0.685 and a rank of 102²¹ . However, women have long been disadvantaged by cultural traditions, even though they play a vital role in the economy. According to 2016 Census, there are more female-headed households (55.3%) than male-headed households (44.7%). In 2016 the Lesotho Bureau of Statistics (BOS) estimated that child-headed headed households comprised 1.2% of all households, 51.5 % of the child headed population lives in rural areas compared to 40.4% which are located in urban areas²².

¹⁹African Peer Review Mechanism, Country Report No. 12, June 2010, page 183.

²⁰World Bank, Poverty Assessment, 2010, page 26.

²¹The Gender Index score is derived from a Maternal Mortality Rate of 960, adolescent fertility rate of 73.5, female MPs at 25.8%, female secondary education of 24.3%, female labour participation rate of 71.9%, married women contraceptive prevalence rate of 37.3%, at least one antenatal visit at 90% and 55% of deliveries with trained birth attendants

²²Government of Lesotho, 2014a; 2014b; WHO, 2014.

The Legal Capacity of Married Persons Act 2006 repealed many discriminatory provisions in the formal legal system and represents a crucial improvement in the legal status of women. Once the Act's provisions are fully implemented, women will be able to access credit, improve their land (assuming they own it), invest their money, engage in entrepreneurial activities and be the sole guardians of their children. Whereas Lesotho is on the right path, the challenge is to continue implementation of the gender policy framework in order to reduce women's social subordination and empower them to contribute more fully to development and poverty reduction.

The 2008 Labour Force Survey indicated that Lesotho had a working-age population (15 years and above) of 1,237,000. A large proportion of this group was not considered economically active. Of the population that could have been economically active, 608,000 people were employed and 192,000 were unemployed, giving an unemployment rate of 24%. Only about 230,000 are believed to have formal wage employment, while a substantial majority of the employed (71.7%) appear to be engaged informally, principally as family labour in household activities such as subsistence agriculture (often only in seasonal jobs) or as informal employees in formal enterprises. Many informal workers do not receive wages but are paid in kind. This high level of underemployment (low labour productivity) suggests ample flexibility in the labour market.

4.4.1 Key issues:

The Government of Lesotho has enacted the Legal Capacity of Married Persons Act of 2006 to remove the minority status of women married in community of property and puts them on the same footing as their husbands when it comes to access to and control over economic resources in both civil and customary marriages. The Government of Lesotho further enacted the Land Act of 2010 to

allow for equal access to and control over land by men and women. Even though advocacy programmes to raise awareness on these Acts were conducted by the Government through the Ministry of Gender with support from the Millennium Challenge Account (MCA) and International Labour Organization through the Women's Entrepreneurship Development and Gender Equality(WEDGE-Lesotho) and in partnership with civil society organizations - more advocacy will go a long way in shaping attitudes, norms, values and behaviour on equal access and control over economic resources.

Despite these developments, access to land by women has not translated and or elevated women's status in terms of enjoying land as a productive and economic resource. Even though the Legal Capacity of Married Persons Act of 2006 has also removed restrictions to women regarding ownership of property, men continue to dominate the running of large cooperates while women operate many of the Small and Medium Enterprises (SMEs) especially cottage industries. Since legislative reforms and amendments have been made to ease women's access to and control over economic resources, financial institutions have to be involved so that they may become a party to making this noble idea a reality.

It has been noted that there is no official data available on time-use studies ever done. There is need to build capacity of researchers and the Bureau of Statistics to conduct time-use surveys to better inform evidence based planning on women and other minority group's contribution to the nation and economy. There are no policies that seek to ensure equal participation of women and other marginalized groups in policy formulation processes and implementation of economic policies. There is very little to no information available on gender budgeting, specific divisions or account codes dedicated towards gender and women specific activities. It is vital to build capacity in gender budgeting in order to ensure an enabling environment for gender mainstreaming initiatives.

In Lesotho, policies and programmes inadequately address issues of employment promotion which result in undesired impacts especially on young people. There is lack of gender responsive labour market policies as well as supportive labour market information systems in the country. The levels of unemployment have grown from 23% to 29.4% in 2009 as a result of global economic crisis fueled by retrenchments both from the garments sector in Lesotho and mining sector in South Africa. Labour Force participation stands at 72.6% for men and 55.3% for women while unemployment rates are 21.2% for men and 24.6% for women. Youth unemployment sky rockets at 47.4%. The textile and garment industry, the largest formal employer in Lesotho, provides 80% of all jobs in the manufacturing sector and 80-85% of the jobs in the garments sector are occupied by women. This sector allows for 8 weeks maternity leave but only pays for 6 weeks.

A bigger portion of the workforce in this sector is on contracted on temporary basis. There is an emerging issue of trafficking in persons especially young women which is fueled by unemployment. All forms of Human Trafficking and smuggling such as commercial sexual exploitation are found in the country.

4.4.2 Policy Commitment:

The Government shall ensure that economic policies and programmes are gender responsive, address poverty and increase decent work and entrepreneurial opportunities equally for women, men and marginalized groups.

4.4.3 Policy Objective:

To ensure that women, men and other marginalized groups have full and equal access to and control over productive resources, opportunities as well as benefits of socio-economic growth and development.

4.4.4 Strategic Actions:

To achieve this objective Lesotho will undertake to:

1. Promote women, girls' and other marginalized groups access to and control over productive resources, including land, information, technology, safe water, energy and finance
2. Review and amend various legislations and policies on gender equality to be adequately comprehensive to cover all sectors, including but not limited to Legal capacity of married persons act, company's act etc.
3. Review and amend Social protection policy, including the social grants-child grants, old Age pension grant to cater for gender needs.
4. Advocate to review employment code for compliance with and harmonization and enforcement of the international and other national legal
5. Provide decent work and living wage, in both informal and formal sectors as well as recognize, redistribute and remunerate unpaid care work.
6. Promote economic empowerment of women, particularly rural women and women with disability together with other marginalized groups.
7. Promote gender parity and gender sensitization at all economic decision-making levels
8. Mobilize resources to promote collection and utilization of age, sex and gender disaggregated data at all levels of the national economies

9. Advocate for 30% quota for women in decision making positions in the private sector
10. Build national capacity in gender responsive budgeting at the macro and micro levels, including planning, tracking, monitoring and evaluation.
11. Engender national development plans/strategies, economic reform programmes and poverty reduction strategies.
12. Introduce measures to monitor impact of economic and loan opportunities to women, including those created through public procurement processes.
13. Review, amend, harmonize and implement legislation and policy to provide better protection and working conditions for women and other vulnerable groups.
14. Put in place a quota that allocates 30% access to procurement opportunities for women in business including all other vulnerable groups.

15. Promote vocational training and small enterprise skills for women, girls and all marginalized groups.
16. Undertake a review of the Lesotho National employment policy for gender sensitivity and make recommendations for incorporation of gaps where they exist and advocate for its implementation.
17. Review of conditions of service and labor laws both in public and private sectors to determine their gender responsiveness and ensure access to employment and appropriate working conditions for all. Advocate for the formulation of gender responsive policies, rules and regulations that support the development of the informal sector.
18. Advocate for, increase and effective participation of all the groups in decision and policy-making in the public and private sector including the legislature.

4.6 Gender, Climate change, Sustainable Development and Disaster Risk Management

Climate change is one of the serious threats to sustainable development due to its adverse effects arising from the impact of droughts and extreme temperatures leading to crop failure, food shortages and insecurity, displacements and increased disease incidences. All groups of people are hit by climate change differently because of their social roles and responsibilities. Unlike all others, women bear a larger burden of family responsibilities like fetching fire wood and water, caring for the sick and the aged, cooking and cleaning.

Climate change threatens to erode human freedoms and limit choices. Since culturally and traditionally women have had limited access to resources; restricted rights, limited mobility and a muted voice in shaping decisions this has made them highly vulnerable to climate change. Nonetheless women play an important role in supporting households and communities to mitigate and adapt to climate change.

Women's roles in natural resources management need to be revamped and recognized, for instance their roles and responsibilities in water and energy management as well as management of biodiversity. Through these experiences, women have acquired valuable knowledge that enables them to contribute positively to the identification of appropriate adaptation and mitigation techniques.

4.6.1 Key Issues

Gender challenges in environmental management include low involvement of women and other groups in decision-making on environmental management, environmental hazards, cultural practices and attitudes towards access and control over land. Adequate information and education on sustainable environmental management, and the need for gender-responsive environmental policies and programmes are vital. Participation from all concerned groups for increased development of clean technology solutions at the community level is vital. Training and educating local women, men and all vulnerable groups as end users of clean energy products and services has a direct impact on everyone's economic empowerment

During epidemics and natural disasters, women and other vulnerable groups bear a larger burden. Around 70% of the rural population relies on agriculture and women and girls are responsible for water collection, food production and preparation within households²³. Climate change and disaster reduce food availability and makes it more difficult for women who have to make sure that there is food for the family.

The depletion of forests, water sources and unpredictable weather patterns due to climate change affect women more than men. Women have to walk long distances to get firewood and to get water for home use thus increasing women and girls' vulnerability to GBV. Evidence from the 2016 Baseline study on El-Nino linked gender based violence in the ten Districts of Lesotho²⁴ shows that the incidence of GBV increased as a result of the drought. In particular, higher levels of stress and poverty led to more cases of intimate partner violence (IPV). Though women were mostly affected, men also faced IPV because of their inability to provide for the family. Furthermore, some households adopted coping strategies that constitute – in and of itself – GBV, such as pulling boys or girls out of school, marrying off girls or forced prostitution.

4.6.2 Policy Commitment

The Government shall put in place measures to address issues of Gender and Climate Change.

4.6.3 Policy Objective

To promote mechanisms for strengthening resilience and mitigating adverse effects of climate change on women, men, girls, boys and other marginalized groups.

²³ LVAC 2016 report

²⁴ UNFPA (2016) *Baseline Study on El-Nino linked gender based violence in the ten Districts of Lesotho*

4.6.4 Strategic Actions

To achieve this objective the Government of Lesotho undertakes to:

1. Promote women, men, girls', boys' and other marginalized groups to participation in climate change decision-making and implementation.
2. Integrate gender equality and prevention of gender based violence into policies and programmes related to climate change, environmental protection, resource management, energy and disaster management
3. Build capacity of women, men, girls, boys and other vulnerable groups to reduce emissions and desertification, looking at quantitative and qualitative impact on human lives.
4. Build capacity of women, men, boys, girls and other vulnerable groups to adopt sustainable farming practices with environmentally friendly approaches and drought resistant crops.
5. Build capacity of women, men, boys, girls and other groups in recycling, preservation of the ecosystem and sustainable management of natural resources.
6. Combat environmental pollution in urban areas and promote green economy and energy.
7. Mainstream gender into institutions, and regulations, systems and processes that govern the management of trans-boundary natural resources.
8. Mainstream gender into climate change, environmental risk reduction and disaster management issues at all levels of school curriculum and non-formal education.

9. Facilitate equal participation and representation of women, men, girls, boys and other groups in climate change and resilience agenda.

4.7 Gender, Agriculture, Food and Nutrition Security

Integrating gender into agriculture production, food and nutrition security at household level and national levels is critical to ensure self-sufficiency and proper utilization of food. Food taboos, cultural practices and eating habits that negatively impact nutritional status of women and girls, men and boys and other vulnerable groups should be addressed to ensure healthy and active population. The Government has adopted the Nutrition Policy to shape and guide planning and implementation of nutrition interventions in the country. Addressing chronic malnutrition is a basic foundation for the social and economic development of any country.

4.7.1 Key Issues

Research shows that malnutrition in Lesotho is an interplay of diseases especially diarrhea and acute respiratory diseases. Widespread persistent chronic poverty, chronic and transitory food insecurity, micronutrients deficiency and the effects of HIV and AIDS are noted as significant causes of malnutrition. Since 2002, the levels of stunting and micronutrient deficiencies among children under five years remained at 37% and 51% respectively with boys being more at risks. The highest prevalence is observed in the mountain districts with boys being more at risk compared to girls. Anemia prevalence is yet another challenge facing women in this country with 27% of women affected as opposed to 14% of men. Malnutrition leads to negative consequences affecting mental and physical growth, compromised immune system and a vicious cycle of intergenerational malnutrition.

Nutritional status is normally compromised from 7 months to 24 months of age, a critical stage of rapid biological and psychosocial development. Given the increasing trends of food insecurity in Lesotho, there is urgent need to curb malnutrition and stunting. The 2016 LVAC assessment report indicates an increase in food insecure population from 463 936 to 709 394 in 2016 due to the El-Nino induced drought.

Agriculture remains a priority sector for fostering sustainable economic growth. The dependency on agriculture is notably high in rural areas where 90% of women, men, girls, boys and other groups rely on subsistence agriculture for their livelihoods. Unlike men, women and girls assume critical roles in attaining each of the pillars of food security: availability, access, utilization and sustainability. Their role is thus crucial throughout the agricultural value chain, from production on the family plot, to food preparation, to distribution within the household. However, their roles are generally undervalued and constrained by limitations on control over resources, services and labour market opportunities, as well as by gender based violence..

Most rural households manage their agricultural production systems based on social norms and practices that determine the gender division of labour. Lack of data, combined with gender-biased perceptions, contributes to limited awareness and appreciation of rural women's control over productive resources, roles and contributions to food security. In addition, tradition, norms and practices limit women more than men on control over productive resources and opportunities. While evidence shows there is a direct relationship between increased food security and increased incidences of gender based violence, evidence on the impact of gender based violence on food security is not yet available.

4.7.2 Policy Commitment

The Government shall commit to address food and nutrition challenges facing women and girls, men and boys and other vulnerable groups.

4.7.3 Policy Objective

To promote equitable access, proper utilization and increased food and nutrition security for women, men, girls, boys and vulnerable groups.

4.7.4 Strategic Actions:

To achieve this objective Lesotho will undertake to:

1. Promote gender responsive programmes and practices that will enhance national food and nutrition security.
2. Promote the equal participation of women, men, boys, girls and other groups in food production and food preparation at both the household and commercial levels.
3. Build capacity of men, women, boys, girls and other groups to allow them to contribute to building a nation that is food and nutrition secure.
4. Integrate gender equality and prevention of gender based violence into agriculture, food and nutrition and range management to promote food and nutrition security.
5. Increase agricultural services that would improve knowledge and skills in farming practices of all the groups involved in food production.
6. Promote access by women, men, boys, girls and other marginalized groups to age and gender appropriate and affordable technology and support services.

7. Advocate for biodiversity
8. Strengthen the evidence on the inter-linkages between food (in)security and gender based violence

4.8 Gender Based Violence

The Government of Lesotho has enacted the Sexual Offences Act of 2003 which, among others, criminalizes marital rape and provides for compulsory HIV testing of perpetrators. The Act further imposes heavy penalties on perpetrators who committed the offence knowing their HIV positive status in order to respond to high incidences of sexual offences acts. The government further enacted the Penal Code of 2010 which regulates all assault cases inclusive of domestic violence.

Human Trafficking continues to plague specifically women and children around the world. Lesotho is considered to be a source, destination and transit point for women and children subjected to sex and labour trafficking. Though the country has enacted the Anti-Trafficking in Persons Act of 2011 as well as the Child Protection and Welfare (CPW) Act of 2011, there is still a huge gap in legislation dealing with domestic violence.

Despite the above, Gender based violence in its various forms is endemic in communities of Lesotho. The impact of GBV resonates in all spheres of society, including political, economic and social. While women constitute the majority of victims and are the most visible survivors, they are not the only ones suffering consequences of GBV. Gender based violence against men is also experienced in Lesotho though men do not openly report. Boys and girls amount to a big number reporting for medical and police services due to GBV. People with disabilities, LGBTI people and the elderly, mostly women, are also

disproportionally affected by GBV. Epidemiological evidence shows that violence is a major cause of ill health high mortality and disabilities as a result of injuries among women and girls.

Violence against women remains a major challenge as it adversely impacts women's health, productivity and wellbeing (MDG Report 2015). A study by Gender Links²⁵ found that, in Lesotho, 86% of women have experienced some form of GBV at least once in their lifetime, including partner and non-partner violence. The forms of violence experienced include physical, sexual, psychological and economical abuse. Forty percent (40%) of men have perpetrated GBV at least once in their lifetime.

A significant proportion of GBV cases happen within intimate relationships (Gender Links 2014). Sixty-two percent (62%) of women have experienced, while 37% of men have perpetrated, intimate partner violence (IPV). The predominant form of IPV is emotional violence, which includes insults, belittling and verbal abuse. More than half (52%) of women experienced this in their lifetime. Women also reported physical intimate partner violence (IPV) (40%), economic intimate partner violence (IPV) (30%) and sexual intimate partner violence (IPV) (24%). For all forms of violence, a lower proportion of men admitted to perpetration: emotional intimate partner violence (IPV) (27%), physical intimate partner violence (IPV) (26%), economic intimate partner violence (IPV) (13%) and sexual intimate partner violence (IPV) (10%).

²⁵ Gender Links (2014) Gender Based Violence Indicators Study in Lesotho

Child, early and forced marriages are also detrimental to the development of girls and boys and violate their human rights. The culture of silence makes it extremely difficult to get the required data though research indicates that the practice is prevalent in Lesotho. There are also high levels of stigma and discrimination, leading to increasing levels of GBV among and within the Lesbian, Gay, Bisexual, Transgender and Intersex community. Structural barriers to health services for this community include stigma and discrimination, GBV, the inability to disclose sexual practices and health needs to health practitioners, and economic limitations to seeking services²⁶. (PSI, 2015)

4.8.1 Key issues:

Key challenges remain across the spectrum of GBV prevention, care and support. A comprehensive model of care, support and prevention designed to meet the full range of survivors' medical, psychological and legal needs in an integrated manner remains inadequate. In terms of primary prevention, changing norms, attitudes and practices that cause, perpetuate and condone GBV is critical. High level of acceptance of IPV among both men and women indicate an inadequate understanding of human rights, and has resulted in a culture of silence, stigma and fear. This, in turn, leads to underreporting of domestic violence cases.

The biggest challenge also relates to inaccuracy in measuring the prevalence of gender based violence and the absence of a national database of GBV cases in the country, which misleads programming. Furthermore, limited coordination among actors involved in GBV prevention, care and support hinders the effectiveness and efficiency of efforts, as well as the forming of multi-stakeholder partnerships necessary for broad-based social norms change.

²⁶Population Service International (PSI) 2015

As highlighted in Section 4.7 above, climate change has also been seen to exacerbate GBV. El-Nino drought induced GBV is a common occurrence in all the 10 districts in Lesotho with physical violence standing at 27.5%, sexual violence at 22.8%, emotional violence at 20.6%, socio-economic violence 22.9% and harmful traditional practices at 7%²⁷.

4.8.2 Policy Commitment:

The Government shall promote an environment of zero tolerance to all forms of gender based violence at all levels, in order for women, men, the elderly, girls, boys, LGBTI, and people with disabilities to live a life free from violence.

4.8.3 Policy Objective:

To prevent and reduce all forms of gender based violence in the public and private spheres and to provide integrated services to GBV survivors and perpetrators.

4.8.4 Strategic Actions:

To achieve this objective Lesotho will undertake to:

1. Advocate for the review and amendment of gender insensitive laws perpetuating GBV; and formulate and enact legislation against all forms of gender based violence including domestic violence.
2. Promote and support broad-based and concerted efforts to change social norms, attitudes and practices that cause, perpetuate and condone GBV in the private and public spheres

²⁷ UNFPA (2016) *Baseline Study on El-Nino linked gender based violence in the ten Districts of Lesotho*

3. Raise awareness on and address the underlying causes that contribute to early, child and forced marriages, as well as human trafficking
4. Mobilise technical and financial resources for the implementation of integrated approaches to combat gender-based violence from governmental, non-governmental, private sector and international actors
5. Build and strengthen the capacity of service providers on advocacy and activism against gender-based violence including training on case management and standardised procedures
6. Provide comprehensive counselling and support services for GBV management including services for key populations.
7. Mainstream gender in national statistical systems, strengthen data on the prevalence and cost of GBV and facilitate the establishment and operationalisation of a Gender and GBV information management system.
8. Promote equal access to justice for all GBV survivors
9. Strengthen multi-stakeholder coordination and collaboration for the prevention of and response to GBV

4.9 Gender and Health

The Government has taken major strides in the improvement of the nation's health status. There have been various efforts to address the key health issues and challenges including the HIV epidemic, the increasing number of prostate cancer cases, breast cancer amongst women and general increase in diabetes and other non-communicable diseases.

In addition, there are substantial initiatives from government and its partners to improve the reproductive health of all. Despite these efforts the sexual and reproductive status of the population is still a challenge as there are still high levels of sexually transmitted infections, unsafe abortions, maternal and neonatal deaths, low contraceptive use; and teenage pregnancy remains very high in the country. Lesotho also ranks first globally in Tuberculosis (TB). Often the health status of women is compromised because of their gender roles.

According to the LDHS (2014), generally women and girls do not have decision-making capacity over their sexuality and reproductive rights as most reproductive health decisions including conjugal rights, family size, and contraceptive use are largely taken by men.

The country has also developed the national Sexual and Reproductive Health (SRH) policy, guided by a number of principles which highlight respect for human rights, choice in family planning matters and equity. The main goal of the SRH programme is to ensure that all Basotho have the best possible chance of enjoying safe and healthy sexual relationships; can determine whether and how often they have children, and give their children the best possible life. All programmes are encouraged to consider gender differences and encourage positive attitudes regarding sexuality and gender roles for greater gender equity and equality.

4.9.1 Key issues

Maternal mortality is still a key health challenge in Lesotho as the maternal mortality ratio (MMR) remains high at 1,024 deaths per 100,000. Though child mortality has decreased substantially since 2004, the current infant mortality rate is 59 deaths per 1,000 live births and under-5 mortality rate is 85 deaths per 1,000 live births. The major causes of death were acute respiratory tract infections, diarrhoea and malnutrition (Lesotho DHS 2014).

The fertility rate for a woman in Lesotho was an average of 3.3 children in 2014, showing a decline from 3.5 in 2004. The modern contraceptive prevalence rate among married women is 60%. The most commonly used modern method among married women is injectables however 18% of them have an unmet need for family planning. Sexually active, unmarried women mostly use the male condom (45%) thus relying on the male-controlled methods.

Sexually transmitted infections including HIV are a major concern and constitute the second most common cause of attendance at outpatient clinics. Cervical cancer is the most common cause of death among women and it is highest in those aged 40-49 years. Though the government has introduced the Human Papilloma Virus (HPV) vaccine for young girls, and boys are encouraged to undergo medical circumcision. The problem of late detection and treatment is also common among all groups of cancer clients. Anecdotal reports also indicate increasing levels of breast and colon cancers among men in Lesotho.

In most areas women, men and other groups have access to a whole range of health facilities and services although not optimally utilised due to distance, cultural and other barriers. Despite women being the major beneficiaries of health programmes and more receptive to education, prevention and advisory services, their health outcomes do not reflect that.

4.9.2 Gender and Substance Abuse

As in many other developing countries, the cultural position of women in Lesotho facilitates a vicious circle in which women are at one time brewers of alcohol, then sellers, and then become excessive consumers due to the problems created by their drinking husbands. Married women encounter social censure if they drink alcohol, sometimes leading to termination of their marriages if they abuse alcohol. Culturally women are regarded as minors and depend on their husbands for economic survival, so that alcohol abuse can cause great

hardship. Due to a lack of trained and specialized medical staff, women's particular and multi-faceted treatment needs are largely unmet and no research is done on problems of female alcoholism (Mphi 1994).

Alcohol abuse is among the situations that create vulnerability in Basotho herd boys, street children, children out of school and children living in child headed households. Manifestation of this problem is increase in the number of rape cases involving children. Around 31% of reported rape cases in urban areas of Lesotho involved females between 10 and 19. Using abusive language is the most common way that the abuser inflicted on family members, followed by Gender based violence and unplanned pregnancies.²⁸

4.9.3 Policy Commitment:

The Government shall ensure that all Basotho enjoy complete physical, social and psychological well-being including safe and healthy sexual relationships as well as freedom to determine when to have, number and spacing of children.

4.9.4 Policy Objective:

To ensure access to health services to different groups of people of all ages and encourage male involvement in sexual and reproductive health issues.

4.9.5 Strategic Actions:

To achieve this objective Lesotho will undertake to:

1. Promote quality health for all regardless of gender or sexual orientation.

²⁸Mofokeng 2013

2. Promote safe motherhood and encourage men's involvement in health issues.
3. Provide a wide affordable range of family planning methods and contraceptive options
4. Strengthen advocacy on prevention of incidences of illegal termination of pregnancy.
5. Promote health education on the prevention of cancers, including that of the reproductive system; and provide affordable and accessible treatment for all cancers within the country
6. Support and address gynaecological and andrological (male health) conditions and disorders
7. Support efforts to develop relevant and robust national policies and strategies for addressing high levels of maternal, infant and child mortality including other communicable and non-communicable conditions.

4.10 Gender, HIV and AIDS

The challenges posed by the spread of HIV affect everyone in Lesotho, though the epidemic disproportionately affects girls and women more than other groups. Though there are laws and policies promoting gender equality, there are still some stereotypes that relegate women and girls to low social status and are subordinated to men and denied the same rights, encouraging male dominance and women to be submissive. Gender Based Violence, discrimination and lack of economic power seem to be major drivers of HIV among women and girls. Biologically, women are more likely to become infected with HIV through unprotected heterosexual intercourse than men. The subordinate status of women and economic dependence on their partner's resources subject women to forced sex and difficulty to

negotiate safer sex due to fear of abandonment and violence. In addition, HIV affects younger women than men mainly fueled by age-disparate sexual relationships.

The HIV epidemic's impact upon women has been exacerbated by certain roles within society. The responsibility of caring for people living with HIV and orphans is an issue that has a greater effect on women and girls. This care giving is usually additional to many other tasks that women perform within the household, such as cooking, cleaning and caring for the children and the elderly. This additional burden on women and girls increases their vulnerability and leads to loss of opportunities such as education and engaging in paid jobs; hence a greater need to empower boys and men towards transformative masculinities.

The inequalities within sexual relations also make it challenging for women who might not be ready for sexual activity at the time, leading to dry sex, which increases chances for HIV transmission. Due to the societal pressures on women to sexually appease and please men, women get exposed to harmful socio-cultural practices that put them at more risk of HIV transmission.

Some of the social key causes of HIV risk and vulnerability include inter-generational sex, transactional sex, male dominated gender norms, sexual and gender based violence, erosion of traditional values, which are further compounded by the structural issues of gender inequality, poverty / income disparities, mobility and migration, as well as food insecurity. (Source: National HIV Strategic Plan on HIV 2015).

In response, the country has put in place several HIV prevention mechanisms, including HIV responsive legal instruments like the Sexual Offence Act of 2003, the national HIV Policy and the national HIV Strategic Plan.

4.10.1 Key issues

HIV is increasingly affecting women and girls more than men and boys in Lesotho, as HIV prevalence is consistently higher among women than among men in all age groups. According to the 2014 Lesotho Demographic and Health Survey (LDHS), Lesotho has the second highest prevalence globally, estimated at 24.6 % of adults aged 15 – 49. Over 30% of the urban population is HIV-positive compared to 21.8% among the rural population. Rates are higher in women than in men nationwide and in both urban and rural areas. HIV prevalence generally increases with age, then declines after age 44. HIV prevalence is highest among women aged 35-39 at 45.5% and among men aged 40-44 at 43.5%. Adolescent girls and young women account for 11% of the population yet they constitute 25% of the HIV burden in Lesotho.

There are also specific population groups with HIV prevalence higher than the national prevalence. These include sex workers with 72%, factory workers who are mostly women with 43%, men who have sex with men with an HIV prevalence of 33%, inmates with 31%, pregnant women with 28%, and young women with 13% HIV prevalence.

Despite this alarming trend, young men are less informed than young women; and urban women and men are more informed than their rural counterparts. Most of the relationships are characterised by unequal gender and power relations, unequal access to resources, assets, income

opportunities and social capital; hence the urgent need to focus on women and girls and other vulnerable groups and ensure sustainable livelihoods for them, including those in female-headed households, if they are to be empowered to protect themselves against HIV infection and deal with its impact.

Gender Based violence is deemed to be both a cause and consequence of HIV, as there is a strong correlation between sexual abuse, other forms of GBV and increasing women's chances of contracting HIV. Protection against HIV is a challenge for women and girls given the gender norms and unequal power relations. Most women are in danger of abuse, harassment and abandonment if and when their HIV status is known. For HIV prevention programmes to succeed, they need to be implemented alongside other efforts that address and reduce gender based violence, especially among women and girls.

4.10.2 Policy commitment:

The Government shall ensure that all men, women, boys, girls ~~and other~~and other marginalized groups have equal access to gender responsive HIV prevention, care, treatment and impact mitigation.

4.10.3 Policy objective:

To create an enabling environment to prevent the spread of HIV and support gender responsive services, and access to care, treatment as well as HIV and AIDS interventions that address all gender-based concerns increasing risk and vulnerability.

4.10.4 Strategic Actions:

To achieve this objective Lesotho will undertake to:

1. Provide gender related health education and training to women, men, boys and girls, the elderly, sex workers and LGBTI to reduce their vulnerability to GBV, HIV and AIDS.
2. Promote sexual, reproductive and health rights of women and girls, men, boys, the elderly and LGBTI living with HIV and experiencing AIDS-related complications
3. Mobilize and strengthen coordinated activities that address Human rights, GBV, HIV and AIDS.
4. Capacitate women and men, vulnerable girls and boys and other vulnerable groups especially those in child headed households with life skills and resilience building skills.
5. Advocate for the integration of GBV, HIV and AIDS information, education and communication, specifically social and behaviour change communication (SBCC) in traditional initiation school curriculum
6. Promote and support male involvement in health and HIV initiatives including care work, prevention of mother to child transmission (PMTCT) and other sexual and reproductive health concerns
7. Build and strengthen capacity of service providers and all other authorities on Gender and HIV communication.

4.11 Gender, Peace and Security

Lesotho has ratified key international and regional instruments seeking to protect women and empower them to contribute more effectively to peace building

and development, these include but not limited to, the UN Security Resolution 1325 which recommends mainstreaming of gender issues in peace and security structures, the SADC protocol on politics, peace and security, 2012 Article 28 mandates the states to “ensure that women have equal representation and participation in key decision-making positions in conflict resolution and peace building processes”.

The sustainable development goal (SDG #16,) calls for the promotion of “...peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.” Article 28 of SADC Protocol on Gender and Development of 2008, also states that ...“States Parties shall endeavor to put in place measures to ensure that women have equal representation in key decision making positions in conflict resolution and peace building processes”.

The Constitution of Lesotho (1993) provides for fundamental human rights and makes reference to gender equality under the principles of state policy where it encourages development of gender equality policy. The National Strategic Development Plan (2012/13-2016/17) recognizes peace and stability as a sine qua non for accelerated economic and social development for all Basotho.

4.11.1 Key issues

Security and peace building starts from homes and historically issues of peace and security in Lesotho have been a male preserve²⁹. Studies³⁰ have revealed that conflict and violence are pervasive in all structures in Lesotho culture including political, social and economic spheres. Sustained violence tends to mutate towards other forms of violence as people have become accustomed to using violence as means to resolve problems. Even though laws exist, they are

²⁹ Gender Links, 2012

³⁰Gender and peacebuilding workshop report; April 2015.

often in contradiction with the cultural beliefs. Women seem to accept their subservience, and men seem to feel that it is acceptable to beat a woman. Reports of GBV to authorities often lead to cases being withdrawn by the family thus perpetuating a culture of silence around violence³¹.

The application of the dual legal system comprising customary laws and the Roman Dutch law undermines the efforts of women and girls in peace building and security at all levels since it is mostly perceived as a male-dominated arena.

In the past three decades, Lesotho has been more focused on “hard” political and security issues and less on human security concerns which makes gender of a secondary concerns³². In the context of the volatile political character of the country, and seemingly perennial internal conflicts subject to external and domestic formal peace mediation processes, consultations and dialogues, women’s role has been quantitatively negligible but substantively significant. Few key women have made substantial contribution in the political conflicts and peaceful building processes through use of non-violent strategies, including championing peace culture, engaging with other women, adopting a feminine approach in negotiating peace³³

It is therefore imperative that such instruments, policies and practices are made real and meaningful to ordinary people in order to promote the rule of law, respect for human rights, efficient law enforcement and dispensation of justice quickly and impartially. Among others, multisectoral reforms and harmonization of different pieces of legislation and policy framework are also critical and much needed.

Lesotho has made some remarkable achievements in areas of gender responsive peace building and security, including but not limited to; recruiting,

³¹(Ibid)

³²Mapetla Matseliso 2016 -The Gender Perspective of Peace and Reconciliation in Lesotho,

³³ Ibid

selecting and training of officers to enable police women, deployment of women in Peacekeeping mission in Darfur, Sudan in 2007, support to the formation of the Women Police Network in LMPS, which is mandated to empower and protect police women at work, help them learn about law, human rights, and leadership, as well as confidence building and the role of women in policing; and the Mentoring other women inside and outside the police service.

Remarkable actions further have been made in decentralization of Child and Gender Police Unit within the police and the strengthening of its role and activities in partnership with key stakeholders.

In Lesotho gender has not been sufficiently mainstreamed into peace and security legal provisions. The historical normative view that men are decision makers, soldiers and peacekeepers, has been entrenched within the state legal, policy and institutional framework³⁴. Documented evidence indicates that the relevant laws to gender, peace and security namely, the Lesotho Defence Force Act of 1997 and Police Service Act of 1998 are gender blind, though there is reference to equal opportunity of employment in the latter.

The Gender and Development Policy (2003), based on Beijing platform for Action, and regional standards, related strategies and plans require these institutions to ensure gender considerations and human rights practices. There is no action plan which guides the mainstreaming and implementation of international, regional and national instruments.

Indications are that the country is gradually increasing the number of women in the employment of security Forces. Their overall representation in leadership constituted 12.5% and 20% in the Parliament Cluster Committee on Security, Defense and National Service in 2013, although across various core security

³⁴ ibid

institutions: Defense, Police and Correctional Services women representation does not currently exceed 25%.

4.11.2 Policy commitment:

The Government shall guarantee secure environment, inclusive and accountable institutional frameworks which promote a peaceful, secure and stable nation for all.

4.11.3 Policy objective:

To promote gender responsive, inclusive, participatory and representative decision-making and negotiation processes in peace building efforts at all levels.

4.11.4 Strategic Actions:

To achieve this objective Lesotho will undertake to:

1. Translate, popularize key provisions contained in the international, regional and national peace and security-related instruments
2. Revision and amendment of the relevant provisions of the security and state agencies laws to integrate gender concerns in the context of peace and security;
3. Formulate and enact specific laws, policies that promote men, women, girls', boys' and other group's leadership roles in peace building and conflict management.
4. Promote and enforce non-discriminatory laws and policies for sustainable peace and development.
5. Mainstream peace building and good governance within political parties, communities and households for peace and sustainable development.

6. Promote gender inclusiveness in peace and security structures and promote women and other marginalized groups participation in national, regional and international conflict resolution mechanisms and peace building processes.
7. Promote protection of intersectional groups of women, girls, men, boys and other vulnerable groups against abuse, exploitation, trafficking and all forms of violence and torture of children in conflict and post conflict situations.
8. Strengthen relevant national and institutions, including through international and regional cooperation for capacity building curriculum development and training, for building capacity at all levels,
9. Strengthen capacity of community structures in gender-sensitive, peace building, conflict management, and crime prevention and security issues.

4.12 Gender, Media, Information and Communications

4.12.1 Key Issues

It is widely acknowledged that media has an important role to play in influencing policies, social norms, attitudes and practices related to equality between and among men, women, boys, girls and other marginalized groups. It has great potential to promote a positive image of women and other marginalized groups. However, the media could also perpetuate cultural, social, political and economic stereotypical attitudes and practices, by projecting negative and degrading images of women and other marginalized groups.

Gender concerns in the media include the negative portrayal of women and girls in the media and women's access to, and awareness of, Information and Communication Technologies (ICTs). ICTs have great potential to promote women and other vulnerable group's empowerment through breaking barriers to knowledge, and opening new opportunities in education, political participation, healthcare and income-generation. Through ICTs, women and other vulnerable groups can access information and opportunities through social media, the Internet without leaving their homes, villages or communities, thus bringing positive change for poor women, men, and other vulnerable groups especially in rural areas.

Another issue is low representation of women and other marginalized groups in media houses as owners, at managerial level and as decision-makers in media houses. Increasingly, information and communication technologies have improved and diversified the way in which messages are transmitted. Communication channels serve to increase the content of issues covered, as well as expand the reach into the rural areas. ICTs have great potential to promote women and other vulnerable group's empowerment through breaking barriers to knowledge, and opening new opportunities in education, political participation, healthcare and income-generation.

4.12.2 Policy Commitment:

The Government of Lesotho shall promote equal access to, control and ownership of, media and ICTs by men, women and other marginalized groups to enhance development across all sectors.

4.12.3 Policy Objective:

To promote women and other vulnerable group's access to information and communication technology and eliminate the negative portrayal of women, girls and other marginalized groups in the media.

4.12.4 Strategic Actions:

To achieve this objective the Government of Lesotho will undertake to:

1. Promote equal representation and participation of women, men and other groups in decision making structures of media houses.
2. Strengthen the capacity of media houses and media professionals in gender responsive reporting that protects the human dignity of women, girls, boys, men and other vulnerable groups and promotes balanced portrayals of women and men.
3. Integrate gender perspectives into ICT policies, programmes and legal frameworks, with the aim of closing the digital gender gap.
4. Develop programmes aimed at education and training on a variety of ICTs for women, with a special emphasis on female entrepreneurs in marginalized areas.
5. Advocate for a more gender sensitive and inclusive media environment to achieve equity of employment in media, equity in media entrepreneurship and media houses ownership.

6. Strengthen the role of media in upholding gender equity principles and protecting the right to information for all.
7. Promote the establishment of gender sensitive community media houses including use of radio, print and television.
8. Create and enforce regulations that are aimed at encouraging the media to adopt and project balanced, non-stereotypical images of girls, boys and other vulnerable groups, and to eliminate degrading and violent portrayals of girls, women and other groups.
9. Encourage media bodies to review policies on ethical standards, including the principles of gender equality and commitment to gender-aware media portrayals of all the groups.
10. Support media organisations in efforts to monitor development issues from a gender-perspective, and thus contribute to the present and future goal of building democracies based on pluralism and a culture of peace.
11. Support gender training for journalists and media personnel and sensitize them on how and to what extent women, men and other groups are portrayed and on which issues they are or are not given a voice, including how a lack of representation from all the groups in decision-making positions affect media portrayals through policy making and advocacy.
12. Improve women and other vulnerable group's employment opportunities and career paths in the media industry with guidelines for encouraging all groups participation at all levels of decision-making in media enterprises and in senior positions in technology-driven industries, and on government- convened advisory Boards.

13. Make community radio, alternative video, and access to television, public call-in stations, community Internet access, computer networking and alternative print media services accessible to all people.

4.5 Gender, Water and Sanitation:

Access to water, sanitation and hygiene is a human right issue yet billions are still faced with daily challenges accessing even the most basic of services.³⁵ One of the objectives of the SDG is to achieve universal and equitable access to safe and affordable drinking water for all. SADC also highlights that “Water in the SADC region is potentially the engine of regional economic and social development” with three key SADC objectives of poverty reduction, food security, and industrial development that can best be achieved through development and management of the water resources of the SADC region.

³⁵ Sustainable Development Goal 6

4.5.1 Key Issues

The Government of Lesotho undertakes to set realistic targets, develop achievable action plans and fund human resources needed to bring safe drinking water and basic sanitation to Basotho women and men, girls and boys and other groups in a sustainable manner, while protecting the water and sanitation needs of all poor and vulnerable groups. This has to be undertaken due to the fact that it is highly cost effective as it reduces health costs enormously and is directly related to health, equity and economic growth, which are all pre-requisites for poverty alleviation.

Water is Lesotho's most important natural resource as it lies in the wetter areas of Southern Africa, including the headwaters of the three main river systems-the Senqu, Mokhotlong/Caledon and Makhhaleng. Around 64 % and 57 % of rural and urban households respectively have access to water, whereas 53% of rural households have access to sanitation (Water commission 2010). However, severe water access problems are experienced in the lowlands where about two thirds of the population lives. Provision of water and sanitation infrastructure remains crucial to exploit the economic potentials and prevent water borne diseases.

In Urban areas 26% of households have access to piped water sources within the yard while in rural areas only 5% have access to pipe water and this means that a significant number of women still travel long distance to fetch water. Access to improved toilet facilities is also another challenge as only 5 out of 10 families and 39% of rural population use unimproved toilet facilities at all. Lack of access to clean drinking water and proper sanitation facilities results in diarrheal diseases.³⁶

³⁶ Lesotho Demographic Health Survey 2014

Water is necessary not only for drinking, but for personal hygiene (on daily basis even during menstruation, pregnancy, child birth and during breast feeding) food production and preparation, cleaning, waste disposal, washing, caring for the sick and care of domestic animals. One of the causes of maternal mortality is insufficient water within health facilities. As a result, women have gained more knowledge on water issues that include sources, purifying and safe storage. However efforts geared towards improving the management of water resources and extending access to safe drinking water often overlook the central role of women in water access and management.

About 74% of women are responsible for collection of water within households; however the number of boys and girls collecting water is more or less the same with a difference of 2% more for girls³⁷. During the time of draught the percentage of women who walk a distance of about 2 km to collect water increased from 6% to 16%³⁸.

4.5.2 Policy Commitment

The Government shall put in place measures to address Gender, Water, Sanitation and Development issues

4.5.3 Policy Objective

To promote equitable access to, participation and representation of women and men and other groups at all levels of design, planning, implementation, monitoring and evaluation of water and sanitation management and administration programmes.

³⁷ Lesotho Vulnerability Assessment report 2016

³⁸ Baseline Study on El-Nino Linked Gender-Based Violence in Lesotho 2016

4.5.4 Strategic Actions

To achieve this objective the Government of Lesotho undertakes to:

1. Mainstream gender in integrated water resources management, planning and implementation;
2. Advocate for increased role of women and men and other vulnerable groups in water governance and sustainable water management;
3. Create awareness on the provision, management and safeguarding of water in communities;
4. Examine water and development laws for gender discrimination as well as benchmark assessments for the participation of women and men and other groups in water management decision-making;
5. Advocate for measures to address the water scarcity and lack of sanitation as they exert their lethal impact on the poorest and most vulnerable
6. Enact legislation that will discourage dumping and encourage safe disposal of waste.
7. Advocate for men and women, boys and girls and other groups equal access to improved water sources and sanitation facilities.

5. Institutional Framework for Implementation of the Gender and Development Policy

5.1 Key issues:

Gender blind development policies and programmes perpetuate poverty, discrimination, gender inequities and inequalities. As a result institutional mechanisms have to be in place to engender development policies,

programmes, projects, plans, budgets and activities. There is also need to mobilize resources for the implementation of gender responsive development policies and programmes.

In Lesotho most policies and programs are not gender sensitive and therefore have led to Gender inequity and inequalities. This has resulted into wide spread poverty, poor governance unemployment, increased spread of HIV, High Maternal Mortality and other health related issues, high levels of Gender based violence, poor response rate to GBV cases as well as poor intervention targeting.

5.2 Policy Commitment

The Government shall develop and strengthen institutional frameworks for implementing and monitoring of the GAD Policy

5.3 Policy Objective

To integrate gender into all development policies, programs, plans and budgets and support their implementation.

5.4 Strategic Actions

1. Set up and strengthen National Gender Machineries (NGMs)
2. Capacity building for Gender Machineries.
3. Coordinate resourcing for the National Gender programs.
4. Strengthen the mandate and functioning of the Gender Technical Committees at national and district level
5. Capacitate and strengthen Gender Technical Committee.

The institutional framework below outlines the generic roles and responsibilities of various institutions in implementing this Policy.

Implementing Agency	Roles and Responsibilities
1. The Ministry in Charge of Gender	<ul style="list-style-type: none"> ○ Lead Resource mobilization efforts towards effective implementation of the Policy ○ Lead Coordination, Networking and facilitation of strategic measures outlined in the policy ○ Oversee national implementation of the GAD policy ○ Support all sectors in integrating gender into laws, policies, programmes, projects, plans and budgets; ○ Facilitate the deployment of necessary human capital towards the Implementation of the Gad Policy ○ Lead Periodic Reporting on national, regional and international Implementation of the gender commitments and policies.
2. The Parliamentary Women's Caucus	<ul style="list-style-type: none"> ○ Promote Gender and Development issues and concerns at Parliament; ○ Promote Gender responsive cluster debates and oversight. ○ Participate in Advocacy for GAD policy implementation
3. Gender Equality Commission	<ul style="list-style-type: none"> ○ Coordinate National Gender Equality Response ○ Oversee the implementation and hold the executive accountable ○ Advice the Government Executive and Principal

	<p>Secretaries committee on appropriate actions to be taken and provide advice as requested.</p> <ul style="list-style-type: none"> ○ Support all stakeholders in the implementation of Gender Equality programs.
4. Cabinet Sub-committee on Gender and Development	<ul style="list-style-type: none"> ○ Promote gender and development issues into cabinet agenda. ○ Monitoring inclusion of Gender specific items into the Cabinet business.
5. The Gender Technical Committees	<ul style="list-style-type: none"> ○ Support the coordination and implementation of the GAD Policy across Government ministries and institutions. ○ Facilitate capacity development measures on gender mainstreaming and Gender and Development ○ Support reporting and accountability on the implementation of the GAD
6. Sector Specific Gender Committee	<ul style="list-style-type: none"> ○ Coordinate sector specific Gender responsive planning and implementation. ○ Oversee Implementation GAD Policy in the sector/institution. ○ Lead Sector/ Institution reporting on the Implementation of GAD policy. ○ Raises awareness on the sector specific gender policy programme area; ○ Reports on sector progress on the sector specific gender policy programme area; ○ Facilitate in-house capacity building on gender mainstreaming and Gender and Development ○ Liaises and coordinates with stakeholders on gender

	issues related to the sector.
6. District Gender Technical Committee	<ul style="list-style-type: none"> ○ Coordinate and oversee gender responsive planning and implementation of the GAD Policy across all District sectors ○ Lead district reporting on the implementation of the GAD policy ○ Raise awareness on district specific concerns and priorities with regard to GAD policy areas ○ Facilitate capacity development measures for gender mainstreaming and Gender and Development

The table below allocates responsibilities and tasks to sectors per priority Area

Sector	Tasks
Priority Area 1: Gender and Constitutional and Legal Rights;	
Ministry of Law and Constitutional affairs	<ul style="list-style-type: none"> • Finalize the formulation of legislation against domestic Violence. • Repeal Sections 18 (4)(c) of the Lesotho Constitution • Formulate laws allowing women, girls and other groups to own property. • Capacity building of the Sector

	<p>Gender Machinery.</p> <ul style="list-style-type: none"> • Embark on gender responsive budgeting for all sector policies and programmes. • Mainstream sexual and reproductive health rights in all pieces of legislation.
Ministry of Justice and Correctional Services	<ul style="list-style-type: none"> • Capacity building of the Sector Gender Machinery • Embark on gender responsive budgeting for all sector policies and programmes. • Undertake gender responsive justice delivery. • Deliver gender responsive correctional services programmes
	<ul style="list-style-type: none"> •
Ministry of Police and Public Safety	<ul style="list-style-type: none"> • Capacity building of the Sector Gender Machinery • Embark on gender responsive budgeting for all sector policies and programmes. • Investigate Gender based violence cases. • Promote safety of sexual and gender based violence survivors. • Deliver gender responsive police training service programmes

CSOs	<ul style="list-style-type: none"> • Advocacy and lobbying • Awareness Creation
Priority Area 2: Gender and Governance	
Ministry of Local Government	<ul style="list-style-type: none"> • Capacity building of the Sector Gender Machinery. • Embark on gender responsive budgeting for all sector policies and programmes. • Promote equal participation of women, men and other groups in local government decision making.
Independent Electoral Commission (IEC)	<ul style="list-style-type: none"> • Promote equal candidature all groups in electoral processes. • Introduce a legislated quota system for parity at central government level.
Ministry of Public Service	<ul style="list-style-type: none"> • Undertake gender responsive hiring procedures and placement for parity. • Deliver gender responsive public service training programmes • Ensure non-discriminatory control measures and procedures across all ministries.
CSOs	<ul style="list-style-type: none"> • Advocacy and lobbying • Awareness Creation
Priority Area 3: Gender, Education and Training	

Ministry of Education and Training	<ul style="list-style-type: none"> • Mainstream gender equality issues and concerns into education and training policies and programmes. • Deliver gender responsive education and training programmes
CSOs	<ul style="list-style-type: none"> • Advocacy and lobbying • Awareness Creation
Priority 4: Gender, Productive Resources, Employment and Economic empowerment	
Ministry of Local Government	<ul style="list-style-type: none"> • Allocate land in a gender responsive manner. • Embark on gender responsive budgeting for all sector policies and programmes.
Ministry of Agriculture and Food Security	<ul style="list-style-type: none"> • Ensure non-discriminatory criterion of allocating agricultural subsidies. • Embark on gender responsive budgeting for all sector policies and programmes.
Ministry of Labour and Employment	<ul style="list-style-type: none"> • Embark on gender responsive budgeting for all sector policies

	<p>and programmes.</p> <ul style="list-style-type: none"> • Mainstream sexual and reproductive health rights in all pieces of labour legislation.
Ministry of Mining	<ul style="list-style-type: none"> • Embark on gender responsive budgeting for all sector policies and programmes. • Mainstream sexual and reproductive health rights in all programmes of mining.
Ministry of Development Planning	<ul style="list-style-type: none"> • Embark on gender responsive budgeting for all sector policies and programmes. • Engender National Strategic Development Plans, monitoring and evaluation processes. • Lobby for the funding of National Strategic Development Plans.
Ministry of Forestry and Land Reclamation	<ul style="list-style-type: none"> • Embark on gender responsive budgeting for all sector policies and programmes.
Ministry of Energy	<ul style="list-style-type: none"> • Embark on gender responsive budgeting for all sector policies and programmes.
Ministry of Home Affairs	<ul style="list-style-type: none"> • Embark on gender responsive budgeting for all sector policies

	<p>and programmes.</p> <ul style="list-style-type: none"> • Ensure non-discriminatory procedure for livestock registration.
CSOs	<ul style="list-style-type: none"> • Advocacy and lobbying • Awareness Creation
Priority area 5: Gender, Climate change, Sustainable Development and Disaster Risk Management	
Ministry of Energy	<ul style="list-style-type: none"> • Promote alternative energy source i.e. hydro, wind, solar, bio-fuel etc. • Embark on gender responsive budgeting for all sector policies and programmes. • Promote low carbon energy sources in communities for sustainable development.
Ministry of Agriculture and Food Security	<ul style="list-style-type: none"> • Promote climate smart agriculture. • Embark on gender responsive budgeting for all sector policies and programmes.
Ministry of Water	<ul style="list-style-type: none"> • Distribute water in a gender responsive manner such that every household has less than 100 meters access to clean water. • Embark on gender responsive budgeting for all sector policies

	and programmes.
Ministry of Forestry	<ul style="list-style-type: none"> • Embark on gender responsive budgeting for all sector policies and programmes. • Promotion of indigenous trees. • Promotion of forests closer to communities for easy access for fire wood.
CSOs	<ul style="list-style-type: none"> • Advocacy and lobbying • Awareness Creation
Priority Area 6: Gender, Food and Nutrition Security.	
Ministry of Agriculture and Food Security	<ul style="list-style-type: none"> • Promote agro-businesses leading to sustainable agriculture for the achievement of food security. • Embark on gender responsive budgeting for all sector policies and programmes.
Ministry of Social Development	<ul style="list-style-type: none"> • Access social grants and food packages to vulnerable groups. • Embark on gender responsive budgeting for all sector policies and programmes
Ministry of Forestry	<ul style="list-style-type: none"> • Management of rangeland resources and control of soil erosion and harvesting of water in order to enhance means of livelihoods of local communities.

	<ul style="list-style-type: none"> • Embark on gender responsive budgeting for all sector policies and programmes
CSOs	<ul style="list-style-type: none"> • Advocacy and lobbying • Awareness Creation
Priority 7: Gender Based Violence	
Ministry of Gender, youth, Sports and Recreation	<ul style="list-style-type: none"> • Coordinate all gender based violence related activities conducted by governmental, non-governmental and private sector and international actors. • Embark on gender responsive budgeting for all sector policies and programmes
Ministry of Home Affairs	<ul style="list-style-type: none"> • Protection of human life , and controlling free movement of people, into, within and out of Lesotho • Embark on gender responsive budgeting for all sector policies and programmes
Ministry of Police	<ul style="list-style-type: none"> • Capacitate division of CGPU to deal with gender related offences adequate • Embark on gender responsive budgeting for all sector policies and programmes. •
Ministry of Justice and	<ul style="list-style-type: none"> • Help in the making of non-

Correctional Services	<p>discriminating legislation</p> <ul style="list-style-type: none"> • Embark on gender responsive budgeting for all sector policies and programmes
CSOs	<ul style="list-style-type: none"> • Advocacy and lobbying • Awareness Creation
Priority 8: Gender and Health	
Ministry of Health	<ul style="list-style-type: none"> • To provide an efficient and compassionate health care service that saves lives of vulnerable groups. • Embark on gender responsive budgeting for all sector policies and programmes
Ministry of Social Development	<ul style="list-style-type: none"> • Assist with services that target vulnerable people with particular emphasis on the elderly, women and children. • Embark on gender responsive budgeting for all sector policies and programmes
CSOs	<ul style="list-style-type: none"> • Advocacy and lobbying • Awareness Creation
Priority 9: Gender, HIV and AIDS	
Ministry of Health	<ul style="list-style-type: none"> • Provision of health services for healthy nation. • Embark on gender responsive budgeting for all sector policies

		and programmes
National Commission	AIDS	<ul style="list-style-type: none"> • Engage in the activities that strives for AIDS free nation • Embark on gender responsive budgeting for all sector policies and programmes
Ministry of Development Planning		<ul style="list-style-type: none"> • Locate funds for the implementation of programmes that targets curbing the spread of HIV/ AIDS • Embark on gender responsive budgeting for all sector policies and programmes
Ministry of Gender ,youth, sports and Recreation		<ul style="list-style-type: none"> • Advocate for provision of health services and drugs for HIV positive people • Embark on gender responsive budgeting for all sector policies and programmes
Ministry of Labour and Employment		<ul style="list-style-type: none"> • Advocate for the implementation of relevant policies to ensure HIV free working work force • Embark on gender responsive budgeting for all sector policies and programmes

Ministry of Police	<ul style="list-style-type: none"> • Embark on gender responsive budgeting for all sector policies and programmes.
Ministry of Social Development	<ul style="list-style-type: none"> • Formulate policy and strengthen legal frameworks for facilitating Social Development of the poor and marginalized groups • Oversee the provision of Social Development services to foster universal and equitable access to all poor and vulnerable groups • Protect and promote the rights of all poor and vulnerable groups to ensure that their basic needs are met • Mitigate the impact of HIV/ AIDS pandemic on vulnerable groups • Advocate and lobby for prioritization of the needs of the poor and vulnerable groups in the national development agenda and all aspects of life

	<ul style="list-style-type: none"> • Develop and promote innovative evidence-based interventions and approaches to Social Development. • Embark on gender responsive budgeting for all sector policies and programmes.
Ministry of Education	<ul style="list-style-type: none"> • Ensure that issues of HIV/AIDS are part of the curriculum at all levels. • Embark on gender responsive budgeting for all sector policies and programmes
Ministry of Local Government	<ul style="list-style-type: none"> • Embark on gender responsive budgeting for all sector policies and programmes.
Ministry of Finance	<ul style="list-style-type: none"> • Strengthen planning, budgeting, monitoring and accountability systems to deliver timely, efficient and effective use of public funds especially for vulnerable groups like people abused women and children and people with HIV. • Embark on gender responsive budgeting for all sector policies and programmes.
CSOs	<ul style="list-style-type: none"> • Undertake research, lobbying and policy advocacy, including

	<p>advocacy on gender responsive budgeting, and service delivery for the vulnerable and marginalize people</p> <ul style="list-style-type: none"> • Supplements and promotes the efforts of the government and development partners. • Embark on gender responsive budgeting for all sector policies and programmes.
Priority 10 : Gender and Peace Building	
Ministry of Police	<ul style="list-style-type: none"> • Contribute the significant number of female police into the peace building mission. • Embark on gender responsive budgeting for all sector policies and programmes
Ministry of Defense	<ul style="list-style-type: none"> • Increase opportunities for female soldiers to be part of peace building missions. • Embark on gender responsive budgeting for all sector policies and programmes.
Ministry of Justice and Correctional Services	<ul style="list-style-type: none"> • Put in place and enforce an effective legal framework and systems that advocate for the representation of women groups and other in the decision making

	<p>positions.</p> <ul style="list-style-type: none"> • Embark on gender responsive budgeting for all sector policies and programmes.
Ministry of Gender	<ul style="list-style-type: none"> • Advocate for policy formulation and implementation of equal representation of women and other groups in peace keeping initiatives. • Embark on gender responsive budgeting for all sector policies and programmes.
CSOs	<ul style="list-style-type: none"> • Advocacy and lobbying • Awareness Creation
Priority 11: Gender, Media, Information and Communications	
Ministry of Communications	<ul style="list-style-type: none"> • To advocate for sensitive gender reporting Embark on gender responsive budgeting for all sector policies and programmes.
Ministry of Foreign Affairs	<ul style="list-style-type: none"> • To publicize the nations commitment on issues of gender equality. Embark on gender responsive budgeting for all sector policies and programmes.
Ministry of Home Affairs	<ul style="list-style-type: none"> • To advocate for the safety and protection of the local population and people with refugee status.

	<ul style="list-style-type: none"> • Embark on gender responsive budgeting for all sector policies and programmes.
Priority 12: Gender, Water and Sanitation	
Ministry of Water	<ul style="list-style-type: none"> • Ensure provision of adequate water. • Embark on gender responsive budgeting for all sector policies and programmes.
Ministry of Social Development	<ul style="list-style-type: none"> • Advocate for the supply of safe drinking water for the sake of vulnerable groups like children and the elderly • Embark on gender responsive budgeting for all sector policies and programmes.
Ministry of Health	<ul style="list-style-type: none"> • Advocate for provision of safe drinking water and protected wells to fight water borne diseases • Embark on gender responsive budgeting for all sector policies and programmes.
Ministry of Local Government	<ul style="list-style-type: none"> • Take a leading role in the planning of water distribution at community level so that access points are close to villages for safety of women. • Embark on gender responsive budgeting for all sector policies

	and programmes.
CSOs	<ul style="list-style-type: none"> • Undertake research, policy advocacy, including advocacy on gender responsive budgeting, and service delivery for the vulnerable and marginalize people • Supplements and promotes the efforts of the government and development partners.

6.Multi-stakeholder partnerships

In order to achieve gender equality, efforts are needed across the political, social and economic spheres. Such broad-based change can only be achieved when governmental, non-government and private sector actors work together in partnership.

Partnerships enable mutual benefits to both the programme and organizations. Partnerships take on course, the opportunity to work with one another, rather than on one’s own. Partnerships provide distinct benefits: increased productivity and performance – Partnerships cover more ground over a short period of time; enhance skills development especially interpersonal skills, such as leadership, working with and motivating others. A broad range of skills is applied to practical activities; partnerships give an opportunity for self-introspection – enabling members to identify their own strengths and weaknesses that may be helped; partnerships increase ownership and accountability, sharing risks and passion of

the joint programme; they help build allies who undertake joint lobbying and advocacy as well as marketing of programme.

6.Key issues

Programming and implementation of gender programmes is often characterised by a number of challenges. There is often lack of effective coordination of partners engaged in gender mainstreaming at national and district levels. Involvement of relevant stakeholders like UN, other Development Partners, NGOs, Faith Based Organisations (FBO), media, academia and private sector in the decision making bodies remains a challenge. This has resulted in tensions and fragmented implemented. Representation of key actors, including vulnerable groups is often missed, raising concerns on gender accountability and lack of ownership. There is frequently considerable duplication of efforts between partners.

6.1 Strategic Actions:

7. To achieve partnership and collaboration the Government of Lesotho will undertake to:

1. Strengthen multi-stakeholder partnerships with relevant stakeholders, including through formal relations for purposes of identifying synergies in addressing gender concerns, issues and needs at community and national levels;
2. Spearhead harmonization of plans and programmes by government and other relevant stakeholders in gender and development efforts;
3. Strengthen strategic collaboration, networking and partnership between government civil society and the private sector to strengthen gender competencies nationally.
4. Strengthen the capacity of relevant stakeholders on gender mainstreaming at all levels.

7. Monitoring, Evaluation and Research

The Ministry of Gender and Youth, Sports and Recreation, will assume overall coordination of the Gender and Development Policy implementation. It will put in place monitoring and evaluation system on gender mainstreaming at all levels of the programme design, planning and implementation. Concerted efforts will be made to develop benchmarks and indicators for monitoring country wide as well as sector specific interventions geared towards accelerating gender equity and equality. The M&E system to check on progress, change and results in gender and development needs to follow the (revised) SADC Gender and Development Protocol. The M and E system for the national policy will be harmonised with the SADC monitoring, evaluating and reporting framework.

7.1 Strategic Actions:

7.1.1 Monitoring

In order to monitor gender equity and equality at national and sector levels, the Government through the Ministry in charge of Gender shall:-

- a) Develop monitoring and evaluation framework detailing indicators, outputs, outcomes and impact.
- b) Develop monitoring tools.
- c) Establish the Monitoring and Evaluation unit within the Ministry of Gender and Youth, Sports and Recreation.
- d) Monitor sector specific Gender and Development Policy Implementation.
- e) Undertake sector visits to meet sector specific gender and development committees.
- f) Coordinate capacity building on the monitoring of Gender and Development Policy Implementation.
- g) Monitor progress at national level.
- h) Develop and institutionalize Gender Management Information System

7.1.2 Evaluation

In order to evaluate Gender and Development Policy Implementation at national and sector levels, the Government through the Ministry of Gender shall:-

- a) Evaluate sector specific Gender and Development Policy Implementation.
- b) Undertake impact assessment studies.
- c) Coordinate capacity building on Gender and Development Policy Implementation evaluation.
- d) Evaluate Gender and Development Policy Implementation at national level.

7.1.3 Research

In order to collect and document data on Gender and Development Policy Implementation at national and sector levels, the Government through the Ministry of Gender shall:-

- a) Collaborate with institutions of higher learning and research institutions in order to strengthen technical support for research, monitoring and evaluation.
- b) Undertake national and sectoral research and produce reliable and timely sex- and gender-disaggregated qualitative and quantitative strategic information.