

## REPORT

### CENTRES OF EXCELLENCE STAGE FOUR REPORT



Country : Lesotho  
COE : Botha-Bothe Urban Council  
District : Botha-Bothe  
Dates : 24<sup>th</sup> -25<sup>th</sup> August 2013  
Venue : Botha-Bothe urban Council Offices





Ministry of Gender, Youth  
Sports and Recreation



Gender Links

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### **Executive summary**

The report provides information on the workshop held at Botha-Bothe Urban council in Botha-Bothe district from 24<sup>th</sup> -25<sup>th</sup> August 2013. The councillors were introduced to stage four of the COE training manual, which is the inception workshop where gender concepts were introduced to the participants. During this time, participants were also updated on the first two stages that were done earlier this year as to put the new councillors on the same level as those who attended stages one and two meeting.

### **Background**

The Botha-Bothe Urban council is situated in the Botha-Bothe district just about 110 kms away from the Maseru district. Botha-Bothe Urban council joined COE earlier in 2013 as the 3<sup>rd</sup> council in the Botha-Bothe district. The council has initially undergone stages one and the workshop was attended by 22 participants; 13 women and 9 men. **Annex B**

The Berea Urban council is situated just in the town of Berea district. It is one of the COE council as joined COE process and had successfully gone through stages one two. The one and half day workshop was attended 22 participants; 13 women and 9 men. **Annex A**

The workshop was conducted for one and half days, from the 24<sup>th</sup> -25<sup>th</sup> August 2013. The COE training manual on gender mainstreaming in local government was



used as a guide tool throughout the entire workshop. During the first day the councillors were taken through objectives of stages four and the modules entiles. **See Annex A.**

As a form of assessment for the stage four the councillors were asked to evaluate the stage and a detailed assessment of the stage four was given. **Annex C.**

### **Objectives**

The workshop was conducted as follow up to stage 1 and 2 workshops held earlier with the management of the council and the objectives therefore were to;

- Provide foundation concepts on sex, gender and gender stereotypes.
- Relate these concepts to the work of councils through training on gender and governance
- Inspire leadership for the processes of change ahead through a discussion on transformative leadership.

- Relate all these concepts to conflict resolution at the local level, especially the conflict that arises because of change and their daily work.

### **Process/activities**

The stage 4 was done in one and half days where participants were briefly taken through stages 1 and 2 once again as to highlight what was the workshop going to be on and to analyse whether their daily work is gender sensitive and finally to sustain their buy in.

### **Key Gender Concepts**

The councillors were introduced to the key gender concepts of which they required to present their thoughts, then after they were given an exercise on sex and gender roles. The exercise was then followed by very comprehensive discussions on gender stereotypes. From this discussion, one discovered that it was still difficult for some of participants to agree that most of these chores except the ones for nature can be done by both women and men. Group discussions were formed to discuss different ways in which different cultures and communities regard women and men and how these are reflected in our different customs and traditions as well as to contribute in their beliefs.

### ***Gender and Governance***

Participants were also introduced to the concept on gender and governance, where reference was made to access, participation and transformation framework developed



by Thenjiwe Mtintso, who advocates for equal access and participation of women in development thus positive transformation will be guaranteed. This has been realised by the Lesotho government where during local government elections, different quota systems were used to empower women and also to increase their number in the local government, however the question still lies as to whether they actively participate in decision making to influence all the decisions taken by the council.

#### ***Discussions***

Participants mentioned that they were never aware that people can do all the activities except for those that are sex determined. Basotho culture seems to be the measure barrier on gender issues. Here in Botha-Bothe especially in the rural areas, women have their own defined work, like domestic work, boys on the other hand have their defined work as working for the families, and making decisions. Women were previously seen as minors, and this was also supported by many laws in this country for example women could not take decisions alone without consent of their husbands even if such decisions concern them as women and men could take decisions without consulting their women.

Further argument was made in relation to women in politics that, women have always been given a chance to take part in politics or in development, however, there are some

barriers which seem to hinder them from actively taking part, such as culture, where women are still considered as minor and cannot take part in decision making, domestic roles, where they are made to choose between participating in politics and leaving the family alone and in most cases women who take all those decisions they find themselves in such difficult situations as their lives are made very difficult as some would be given nasty names. Women have grown to consider themselves minor's hence low esteem and confidence to speak in public. These are done despite the changes that have been made in many laws, women are still not confident with the changes, they are mostly shy and always give men first priority even if they are more enlightened and can do better.

### **Conflict Resolution**

Participants were equipped with skills on conflict management and engagement of women in conflict resolution. They were taken through different definitions in relation to conflict, conflict resolution and processes of conflict resolution. Participants were separated into group discussions to identify different conflicts at local and community level, the different tools and methods that can be used to resolve conflicts. This was done looking at the conflicts that can arise in their daily work and how can they manage and resolve them. They were informed that conflict resolution is about rights, responsibility, relationship, reconciliation and restoration, whilst key components of conflict resolution include information, interaction, interest, impartiality and finally innovation

### ***Discussions***

During this session, participants maintained that conflict always come out where people do not comply with the law or do not understand issues. In the council's case, most conflicts arise from issues of land, where people always allocate themselves land illegally, in market places for shortage of space to sell their items. The session equipped them with skills to use to manage conflicts within the communities. They further mentioned that some conflicts arise between the councillors and the chiefs because their roles are not clear so they always come at log a heads. Now they will use the skills to solve whatever conflict they come across in their work.

### **Outcomes**

At the end of the workshop participants were able to gain information on foundation of sex, gender concepts and stereotypes. Knowledge on how to relate all that has been taught to conflict resolution at the local level. Discussions on transformative leadership inspired them so much as some of them did not have hope as they felt like there was nothing that they could do concerning conflicts.

### **Conclusions**

The Botha-Bothe Urban council as one of the councils in town and has many challenges and opportunities need to work very hard and closely with gender department as to mainstream gender in all their work. This is because councillors agreed that all people need to actively participate in development and their needs to be addressed in all spheres of development.

### Way forward and recommendation

The councillors will continue to further disseminate the message to the communities during their electoral division meetings. The stage five workshops on action planning will follow.

#### Annex A:

## PROGRAMME

### STAGE FOUR: Inception

#### Botha-Bothe Urban Council

24<sup>th</sup> -25<sup>th</sup> August 2013

DAY/TIME	ACTIVITY	TIME	WHO
<b>DAY 1:</b>			
8:00 – 8:30	Registration	30 min	Participants
8:30 – 8:45	Opening	15 min	Chairperson of the Council
8:45 – 9:00	Introductions and objectives Expectations from participants To develop guidelines of participation Eyes and Ears	15 min	GL Officer
<b>Key gender concepts</b>			
9:00 – 10:30	Sex and gender	1 hr 30 min	GL Officer
10:30 – 11.00	<i>TEA</i>	30 min	All
11.00-13.00	Group work on stereotypes	2 hours	GL Officer
	Report back		Participants
<b>Gender, governance and transformative leadership</b>			
14.00- 15.30	Access, participation, transformative leadership Group work (role plays)	1 hr 30 min	Participants
	Report back		Participants
15.30 -16.00	<i>TEA</i>		
12:15 – 13:00	Plenary discussions	1 hr	Participants
13:00 – 14:00	<i>LUNCH</i>	1 hr	All
<b>DAY TWO:</b>			
<b>Conflict resolution</b>			
8.30 – 9.00	Eyes and ears, recap		Councillor
9.00 – 10:30	What is conflict? Conflict at the local level	1 hr 30 min	GL Officer

DAY/TIME	ACTIVITY	TIME	WHO
10.30-11.00	TEA		
11.00 – 12.30	Resolving conflict	1 hr 30 min	GL Officer
12.30-13.00	LUNCH	1 hr	All

**ANNEX B  
PARTICIPANTS LIST**

NAME	SEX F/M	ORGANISATION	DESIGNATION	PHONE
Manyefolo Lepolesa	F	Botha-Bothe Urban	Councillor	58592095
Ts'eliso Lints'a	M	Botha-Bothe Urban	Councillor	62001700
Mamasele Madonsela	F	Botha-Bothe Urban	Councillor	63848515
Katiso Alamini	M	Botha-Bothe Urban	Councillor	63073954
Mots'oene Molapo	M	Botha-Bothe Urban	Councillor	59892603
Mutieli Maphalia	F	Botha-Bothe Urban	Councillor	57383103
Malerato Lekhela	F	Botha-Bothe Urban	Councillor	58088615
Mabohlokoa Adam	F	Botha-Bothe Urban	Councillor	59223677
Malekhanya Marole	F	Botha-Bothe Urban	Councillor	58561231
Malekula Masilo	F	Botha-Bothe Urban	Councillor	63176940
Maneo Tsupane	F	Botha-Bothe Urban	Councillor	59203739
Mothimkhulu Sekhonyana	M	Botha-Bothe Urban	Ass.Procurement	58100323
Likenkeng Ntisa	F	Botha-Bothe Urban	Ass.Adm.Officer	
Nthabiseng Tekane	F	Botha-Bothe Urban	Town Clerk	58097521
Molefi Seetha	M	Botha-Bothe Urban	Councillor	58917743
Moshe Leoma	M	Botha-Bothe Urban	Councillor	58911722
Macheli Taole	M	Botha-Bothe Urban	Councillor	58499745
Tumo Molefe	M	Botha-Bothe Urban	AHRO	63244552
Nvolane Mochoa	M	Botha-Bothe Urban	Messenger	59452902
Reitumetse Moshoeshe	F	Botha-Bothe Urban	Senior A/C	59954771
Ntolo Lekau	F	Gender Links	PA	22316755

Malepota Mafeka	F	Gender Links	CM	22316755
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<b>GENDER DISAGGREGATION</b>		
<b>Participants</b>	<b>Male</b>	<b>Female</b>
<b>22</b>	<b>9</b>	<b>13</b>
<b>100%</b>	<b>41</b>	<b>59</b>

## Annex C

**EVALUATION FORM**  
**Date: 24<sup>TH</sup> -25<sup>TH</sup> August 2013**  
**Venue: Botha-Bothe Urban Council Offices**

	<b>SCORE OUT OF TEN</b>
1. PROGRAMME DESIGN	56%
2. PROGRAMME CONTENT	61%
3. DOCUMENTATION	61%
4. FACILITATION	91%
5. GROUP WORK	59%
6. OUTPUTS	78%
7. OUTCOMES AND FOLLOW UP PLANS	59%
8. LEARNING OPPORTUNITY	74%
9. NETWORKING OPPORTUNITY	55%
10. ADMINISTRATIVE ARRANGEMENTS	81%
11. OVERALL	67%

### GENERAL COMMENTS

#### Sessions found most useful and why

- Conflicts resolution as councillors realized how serious conflicts can be too much dangerous and affect their daily work.
- In depth explanation between gender and sex and stereotypes against women. We are aware of how gender is defined and how to consider

#### Sessions found least useful and why

- The stage was every important

#### How will you apply what you have gained from this engagement?

- Community gatherings will also serve as a platform for community engagement and participation

#### Any other comments

- The workshop was very important as it was able to give clarification on gender concepts and ending discrimination against women where they were considered as children.
- The councillors will share the information with the communities.