

REPORT

CENTRES OF EXCELLENCE STAGE FIVE REPORT



Country : Lesotho
COE : Botha-Bothe Urban Council
District : Botha-Bothe
Dates : 25th -27th August 2013
Venue : Botha-Bothe Urban Council Offices



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Executive summary

The report provides information on the workshop held at Botha-Bothe Urban council in Botha-Bothe district from 25th -27th August 2013. The councillors were introduced to stage five of the COE training manual, which is the Action planning workshop where gender and economy, making care count in the Local government, gender and climate change and other modules were introduced to the participants. The stage four was carried over as continuation of the stage five.

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 3rd council in the Botha-Bothe district. The council has initially undergone stages one, two and four; the workshop was attended by 22 participants; 13 women and 9 men. **Annex B**

The two and half days workshop conducted for councillors from the 25th – 27th August 2013. The COE training manual on gender mainstreaming in local government was used as a guide tool throughout those days of which the councillors were taken through all the modules under stage five and councillors were able to develop their own gender and action plan. **See Annex A.**

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

Objectives

The stage 5 is a furtherance of stage 4 that was conducted one and half day earlier and the objectivities were as follows;

- Progress from foundation on gender concepts to gender planning concepts.
- Identify key gender issues in all the work of local government
- Build knowledge and skills in key sector areas such as Local Economic Development, climate Change, HIV and AIDS care work and GBV
- Apply the knowledge gained to the development of an action plan for the council that is aligned to the SADC Protocol on Gender and Development
- Build gender into policy and practice at the local level

Process/activities

Key Gender Planning Concepts

The two days and a half workshop of which the first day the gender planning concepts were discussed. The practical gender needs were defined as needs that are a response to immediate perceived necessity, identified within a specific context, they are practical in nature and are often concerned with inadequacies in living conditions such as water provisions, health care and employment. The strategic gender needs were defined as relating to gender division of labour, power and control and may include such issues as legal rights, domestic violence and equal wages.

On day two of the workshop councillors were introduced to the concept of gender mainstreaming which was explained as a process of assessing the implications for women and men of any planned action including legislation, policies and programmes in all areas and at all levels. It was also explained as a strategy for making both women's and men's concerns and experiences as an integral dimension of the design, implementation and evaluation of policies and programmes in all political, economic and social spheres so that women and men benefit equally, and inequality is not perpetuated. They also learned about gender management systems and gender budgeting. In this area they learned that gender management system is a network of structures, mechanisms and processes put framework to guide, plan, and monitor and evaluate the processes of mainstreaming gender into all areas of the organisation's work. Knowledge sharing was enriched through group works by the participants to share their different understanding and of these gender planning concepts.

Discussion

Participants learned that for purposes of their council it is very important that they should ensure that their policies, plans and programmes are in line with gender mainstreaming. Before making a policy, it is important to consider whether it takes into account both men and women's rights. In that way greater gender equality and equity would be reached within. They also retained that it is again important that their local budget caters and well represent both women and men's needs be able to and make an assessment that all spending reflect how resources have been allocated to all gender groups.



Gender and the economy

The module was introduced by asking participants to read the short conversation that *called the lie of the land*. The purpose of the exercise was to give chance to participants so that they can be able to analyse the conversation as introduction to the module.

Discussion

Here participants were having two arguments because other part was agreeing with these women in the conversation that domestic work done by women cannot be considered as work as they believed that while others did not. They understand it as roles to be done by women and they were saying women are capable and men cannot be able to some of those tasks. But after serious discussion and numerous examples and explanations, they approved that women do a lot of work which is unrecorded and unpaid or if paid at lesser wages of which they are doing is very important and contribute to the economy.

Making care work count in local government

In this module it was explained that care worker is someone who serves or assist those requiring assistance. It was also elaborated that care can be in two forms, primary and secondary. The primary services are provided by family members in the home or community and is often unpaid. The secondary are services provided by community home based care programmes usually people who are associated with an organisation

that provides care often as a paid service, for instance, psychological support, cooking, cleaning, feeding and helping with toilet needs, administration of remedies and treatment.

It was also clarified that we have home based care which is the most common type for people living with HIV/ADS, it is the care received at home by families and members of the household. Moreover we also have community home based care which is care received by people from the community home based care organisations; it consist of health workers or volunteers linked to a hospital or NGO, they can provide primary and secondary care.

Gender and local economic development

The module quick started with an explanation the local economic development as the process of which public, business and non-governmental sector partners work collectively to create better conditions for economic growth and employment generation. It was however emphasised that men seem to be contributing more than women because there are barriers to women's economic participation which include; lack of representation in decision-making, multi- tasking that leaves almost no free time or energy for participation in public affairs, cultural restraints on mobility of women and skills development limited to certain occupations and positions.

Discussions

The participants were able to show importance of Local economic development and how they can relate it to their council. However they indicated many challenges in this regard which are barriers that hinder women to participate in local economic development. They mentioned that amongst others women are the primary caregivers in their families and therefore they have less time to be involved in the local economy due to other household commitments. They concluded in a note that it is high time that women and men are given equal opportunities to participate in the economic decisions and policies.

Gender, Climate Change and Sustainable Development

The module was introduced by asking participants to mention any changes that they are noticing and also to give their thoughts on what they think are major causes of climate change as to help them realise the impact of the climate change on both women and men. The climate change was explained as a change of climate attributed directly or indirectly to human activities that alter the composition of the global atmosphere which is in addition to natural climate variability observed over comparable time periods.

While on the other hand sustainable development was explained as a development that meets the needs of the present without compromising the ability of future generations to meet their own needs. It was observed that climate change affects the resources such that they will be destroyed thus compromising their use for future generations.

Discussion

The participants were able to identify all the changes they are noticing, what they think are major causes climate change and point out that climate change has an impact on, food security, water, land use, health and economy and how all those can affect both women and men even in some cases they can be affected differently. Even though participants indicated that climate change affect both women and men, they

still agreed that women suffer more than men in some of the impacts. It was concluded that it is very important for the council to preserve the resources through, planting of trees, avoid overgrazing graze management and teaching community on issues of climate change as they are some people who still don't understand issues of climate change.

Gender based violence

The topic was well explained, types of gender based violence its causes and consequences. It was observed that GBV is mostly caused by unequal power of relation, being economic, social and political between men and women. It is also caused by poverty and its consequence include death, mental incapacity or disorder, loss of self-esteem or confidence and these are experienced by survivors of gender based violence. The participants divided in groups where they were given an exercise and the report back showed that they are aware that gender based is an issue in the communities, that it invades upon fundamental human rights and that they will address this issue by alerting the community through public gatherings about it as well as on services and resources available for survivors of gender based violence.

Local Gender Action Plan

The gender action plan was developed by the councillors. And the agreement was that



the council will share the plan with community members as to include them and give them chance to also own the plan.

Outcomes

At the end of the workshop participants were able to have gender action plan that it was developed.

Gained information gender planning concepts.

Conclusions

The council has been working very hard to mainstream gender in their daily activities even though they were not aware, but after this training councillors will be able to take record of whatever service rendered that include gender mainstreaming.

WAY FORWARD

The councillors will go to the public and share their action plan as to give community members to own the plan and also evaluate if it caters for all of their needs.

Annex A:

PROGRAMME

STAGE FIVE: ACTION PLANNING WORKSHOP

BOTHA-BOTHE URBAN COUNCIL

25th -27th August 2013

DAY/TIME	ACTIVITY	TIME	WHO
DAY ONE:			
Gender policy and planning concepts			
14:00– 15:45	Practical and strategic needs Gender mainstreaming Gender blind and gender aware policies	1 hr 45 min	GL Officer
15:45- 16:30	Gender disaggregated data Gender budgeting	45 min	GL Officer
DAY TWO			
8:00 – 8:30	Reflections: Eyes and Ears	30 min	Participants
Gender and the economy			
8:30 – 9:30	The unwaged work for women	1 hr	GL Officer
9:30-10:30	Care work Men and care work		
10:30-11:00	<i>TEA</i>	30 min	All
Local economic development			
11:00- 13:00	Gender and local economic development Strategies for local economic development	2 hrs	GL Officer & Participants
13:00-14:00	<i>LUNCH</i>	1 hr	All
Sustainable development and climate change			
14:00-15:00	Definitions and background Impact of climate change on gender	1 hr	GL Officer & Participants
15:00- 15:30	Group works	30 min	participants
15:30-16:00	Report back	30 min	participants
DAY THREE			
Gender based violence			
8:00-8:30	Reflections: eyes and ears	30 min	Participants
9:00- 10:30	Definitions, causes, types and consequences	1 hr 30 min	GL officer & Participants
10:30-11:00	<i>TEA</i>	30 min	All
11:00-13:00	Local gender action plan		
13:00-14:00	<i>LUNCH</i>	1 hr	All

DAY/TIME	ACTIVITY	TIME	WHO
14:00-15:30	Local gender action plan cont.	1 hr 30 min	participants
15.30- 16:00	Way forward and closure	30 min	GL Officer and chairperson of council

**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 Moshoeshoe	F	Botha-Bothe Urban	Senior A/C	59954771
Ntolo Lekau	F	Gender Links	PA	22316755
Malepota Mafeka	F	Gender Links	CM	22316755

GENDER DISAGGREGATION		
Participants	Male	Female
22	9	13
100%	41	59

Annex C

EVALUATION FORM
Date: 25th -27th August 2013
Venue: Botha-Bothe Urban council

	SCORE OUT OF TEN
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

- Local economic development
- Gender based violence
- Developing a local gender action plan.

Sessions found least useful and why

- All the sessions were most useful as the whole workshop was very important.

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

- Through public gathering and sharing of gender action plan that was developed

Any other comments

- The workshop was very useful.