



INCEPTION WORKSHOP REPORT

Country: Swaziland
Council: Nhlngano Town Council

Dates: 11-12 June 2013
Venue: Phumla Restaurant



Councillor Samkeliso Ndlngamandla doing a presentation during the stage 4 COE workshop with Nhlngano council



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Executive Summary

This is a report on Centres of Excellence for Gender Mainstreaming in Local Government stage four inception workshop held from 11-12 June 2013 at Phumla Guest House with Nhangano Town Council.

The purpose of the programme was to;

- Build participants understanding around key gender concepts
- To empower participants around personal empowerment
- Build capacity around issues of gender, and good governance
- Look at what makes good leaders through looking at transformative leadership
- Look at key concepts like gender policy and planning concepts
- Assist participants in understanding the importance and synergies around gender, the economy and budgets
- Assist participants in understanding conflicts and how to resolve conflicts at local level

See the full workshop programme attached at **Annex A**.

Over the two days, the workshop was attended by council officials and councillors, in total 8 participants (5 men and 3 women)

see **Annex B** for the full workshop participants list.

Nhangano Town Council draft of Gender Action Plan that the participants produced is attached at **Annex C**.

The participants evaluated the workshop as having been a helpful and eye-opening workshop. A summarised version of the evaluation forms is attached at the end of this report as **Annex E**.



Closing remarks – Mayor Mashumi Thwala

Background

In 2003, GL undertook the first comprehensive study of the impact of women in politics in Southern Africa. One of the key findings of "*Ringing up the Changes, Gender in Politics in Southern Africa*" was that local government is a sadly neglected area of the gender and governance discourse. Taking heed of this finding, GL conducted groundbreaking research in 2006/2007, *At the Coalface, Gender and Local Government* covering South Africa, Lesotho, Mauritius and Namibia.

A key finding of this study was that few practical steps have been taken to mainstream gender in this tier of government or to build the capacity of councillors to lead this process. The study has since been extended to ten countries. In terms of process, once the research reports have been written up, GL hosts launch and strategy workshops in the respective countries with key stakeholders and partners, ideally the local government associations of that particular country to map

out a way forward of how to roll out the strategy and host Gender and GBV action plan workshops. The launches are then followed by Gender and GBV action plan workshops that are held at a provincial, regional or district, level to ensure that all councils have gender action plans. In March 2010 GL convened the first Gender Justice and Local Government Summit and Awards to gather evidence of institutional and individual initiatives to empower women and end gender violence. The recommendations of this event informed the need for councils to become Centres of Excellence for Gender Mainstreaming in Local Government to ensure that Councils have the necessary support to address issues of gender across all spheres.

Process and activities

The two (2) day training programme involved participatory approach that allowed the involvement of participants during the activities. The learning by doing approach which enables participants to be involved in the activities.) This is through the use of different material in role playing, exercises and relative informative case studies used to provoke thoughts for discussions about plan and the work of Councils from a gender perspective.

Welcome and opening

The workshop was opened by the Mayor of Nhlngano Town Council Mr Mashumi Shongwe who welcomed participants and GL staff to the workshop. He thanked GL who saw it important to organise the training workshop to improve operations of the Town Council. He further elaborated that this workshop came at the right time as there are new councillors and this will help them understand the work around the centres of excellence programme. He said he hoped that this workshop would be of good help especially because it is time of the registration for the national elections, he urged participants to commit themselves and concentrate carefully so that they can implement the outcomes of what they have learnt.

Modules

The modules covered a number of topics that included among others; key gender concept, gender, governance and transformative leadership, stereotypes and conflict resolution. It also highlighted on practical experiences from other centres of excellence.

Key gender concepts

In this exercise, participants were engaged in a card swapping exercise that would help them define and gender and sex; through this exercise participants were able to differentiate roles, activities and occupations in relation to gender and sex. During this session the participants also looked at stereotypes and the following were groups write ups on the messages conveyed about men and women:

Messages about women	Message about men
<ul style="list-style-type: none"> - Women are inferior - Women should always be submissive - Women cannot take their own responsibilities instead men do for them. - Women are not allowed to sit on a chair (traditionally) a woman sits on a mat they are taken as minors. - In the media women are portrayed as sex objects (advertising) 	<ul style="list-style-type: none"> - Good things always goes to men e.g special dishes - Men are closer to God - A man can never be in mourning gowns - In a Swazi household the man dishes the meat, a woman does not eat meat - Man are important, that is why they are the ones given an opportunity for education - The important surname in a household is that

<ul style="list-style-type: none"> - Women's nakedness is ridiculed - Behind a successful man is a woman - No woman no cry - Women are regarded as prostitutes (the generations soapie) - Women are subordinates - A woman's place is in the kitchen - A widowed woman always sits behind during gatherings or audience - Women take care of children 	<ul style="list-style-type: none"> of the man - Man pictures are never diminishing - A man is a rolling stone - Men are heroes and clever thieves - Leadership positions in churches are dominated by men - Men are good drivers - Men are hard to deal with, they always want their word to be final - men are described as hard labourers - very few men are doing care work in Nhangano
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Gender, governance and transformative leadership

Module three on gender and governance: participants did group exercises on women's representation, participation and transformation. The groups engaged in songs, drama and managed to bring out real situations happening within councils. Discussions included barriers to access and effective participation of women and how these can be overcome. According to the group discussions, the following are some of the barriers identified:

Barriers to participation

- Women are not recognized as leaders by the society;
- Family background of women, influenced by cultural upbringing
- Attitudes (men are superior than women)
- Women looking down upon other women (PHD)
- Low self-esteem on women (not confident of themselves to challenge men on positions of leadership).
- Lack of capacity building and knowledge for women
- Demands of household chores for women (multitasking)
- Media portrayal – women are always ridiculed by the media
- Lack of support – there is no support from family members and the community.
- Lack of resources
- Livestock owned by a woman is a man's property she cannot use it without her husband's consent – she might want to sell a cow so that she can have enough resources but that cannot happen if the husband does not agree.

The conclusion from this exercise was that such factors discourage women from participating in political decision making positions. The situation can be changed through giving women equal opportunities. More empowerment and capacity building for women interested to stand for leadership and decision making positions is significant.

Transformative leadership

Participants' defined management as the art of getting things done through other people in order to achieve organisational goals and objectives whilst leadership is the ability to influence followers.

Management involves four main principles which are:

- planning,
- controlling,
- leading
- Organising

What do communities expect from their leaders	How can communities contribute to good leadership	What are problems associated with leadership
<ul style="list-style-type: none"> - Effective service delivery - Good listener - Accountable - Respectful - Transparency - Be role models - Involvement of community in development - Problem solver 	<ul style="list-style-type: none"> - Support leaders with new ideas - attend meetings - Give feedback - Appreciate good performance 	<ul style="list-style-type: none"> - Arrogant leaders - Self-centeredness - Corruption - Abuse of power - Prioritizing - Not transparent - Opposition of lose - Stereotypes - Attitude

Conflict Resolution

In this module participants were taken through the definitions of Conflict, conflict resolution and processes of conflict resolution.

Conflict was defined as a disagreement through which the parties involved perceived threat needs, interests or concerns. It is a situation in which people perceive a threat to their well-being. This threat can be physical, emotional, or a threat to one's power or status. The perceptions are shaped by values, culture, beliefs, information experience, gender and other variables.

Conflict resolution is a wide range of methods used to address conflict. These methods are employed in conflicts at the inter-personal, inter-group or inter-state level. Conflict resolution is aimed at finding Conflict at the local level.

The best thing to focus on when (faced with) resolving conflict in the workplace which is your main objective and the relationship at stake. How important is your goal and to what lengths are you willing to go in order to achieve this. Similarly, consider the relationship with the person you are conflicting with. Conflict resolution should always be managed with confidentiality and sensitivity. When people's integrity and belief system is being questioned, defence mechanisms are a natural reaction. Try to maintain all business relationships while at the same time achieving your goal.

Participants also saw it important to have the ability to resolve conflicts in the workplace; it is a valuable skill one must have and that when workplace conflicts are not managed efficiently this can lead to disastrous repercussions.

The council rated itself using an institutional score card to measure how gender sensitive is based on the current situation. (situational analysis report). The scorecard can be used as baseline data against which councils can measure the progress and can be used at a later date. From the ratings that were given, the average score came out to be 17% and it was clear that there are gender imbalances in the

council as the rating indicated big gaps in all areas. This implies that council was not mainstreaming gender in its activities as they are supposed to do.

In conclusion, participants engaged in a very meaningful way in all of the activities and practical work and group exercises which ensured that the workshop was participatory. The use of group work proved to be an effective training method. There was much interaction, debates throughout the workshop, the participants felt free to express their views in their smaller groups.



Nhlangano Town Council Personal Assistant Jabu Shongwe Dlamini

Outcomes

- Gender equality is simply responsibilities which is not in equal terms, it needs to be balanced as women are always on the low level this needs to be seen on how can women be uplifted on such issues.
- Issues concerning women are often ignored; there is a need for a gender policy development and capacity building strategies of training the community on gender issues.
- Adapt SADC Protocol on gender and development.
- Eliminate and advocate for a gender based violence free world.

- An increased knowledge and awareness on mainstreaming gender at local government level through on the training on key gender topics like gender analysis and budgeting and transformative leadership.
- More empowerment on women is essential
- Men do not respect widows; they say a widow needs to be comforted.
- Issue of mourning should be done away with.
- Nhlangano has a high rate of GBV.

Presentations were seen done by both management and councillors of which is good that the information is balanced. We have seen the hidden talent on presentations.

Way Forward

The council to take it upon itself to sensitize the communities about GBV so that they can understand and start reducing it. The sensitization should involve both males and females.

Ensuring gender balance and sensitivity in council and in all committees. Women also have rights to be elected in senior positions.

It is the board's responsibility to report back to their constituencies for accountability and transparency.

The timeframe is ongoing.

Closing remarks

The Mayor Mashumi Shongwe thanked Gender Links for finally coming to proceed with the work of the COEs in Nhlanguano. He further elaborated that it is in their mandate to strengthen the relationship between the two organisations. He went on to encourage participants to talk about SADC Gender and Development protocol and gender during their ward meetings. He said on behalf of councillors they are committing themselves to make it a point that both action plans would be adopted and implemented.

He also encouraged participants to register and that in order for the country to reach the required 28 targets by the SADC Protocol, it is important to vote for more women in decision and leadership positions.

Outputs

ISSUES RAISED

Issues of gender concepts participants discussed that at first they did not understand why gender should be mainstreamed in the council until the facilitator explained. The exercise of card swapping also played a role because it was difficult to differentiate between gender and sex.

- Card swapping exercise was quite inspiring participants said the difference between sex and gender was clearly understood.
- Stereotypes - Certain attitudes towards something, Mindset stereotypical it does not change
- Good things always goes to men e.g. special dishes
- Men do not respect widows- they feel that because the woman lost her husband she needs a comforter of which culture allows them to take over after the death of the brother.
- Council to make it a point that in any advertised jobs women are given an opportunity.
- The council to commit itself on mainstreaming gender in Nhlanguano
- Councillors still have to meet and elect a gender Champion in Nhlanguano Town Council.

Annex A: Programme

PROGRAMME

Stage 4: Council Inception workshop
Country: Swaziland Nhlanguano Town Council
Venue: Phumla Guest House
Date: 11-12 June 2013

DAY/TIME	ACTIVITY	TIME	WHO
DAY TWO: 11 June 2013			
8:00 – 8:30	Registration	30 min	GL
8:30 – 9:00	Introductions and objectives Expectations from participants To develop guidelines of participation Eyes and Ears	15 min	GL/participants
Key gender concepts			
9:00 – 10:30	Sex and gender	1 hr 30 min	GL/Participants
10:30 – 11.00	<i>TEA</i>		
11.00-13.00	Group work on stereotypes	2 hours	Participants
	Report back		participants
Gender, governance and transformative leadership			
14.00- 15.30	Access, participation, transformative leadership Group work (role plays)	1 hr 30 min	GL/Participants
	Report back		participants
15.30 -16.00	<i>TEA</i>		ALL
12:15 – 13:00	<i>At the Coalface</i> DVD Plenary discussions	1 hr	Participants
13:00 – 14:00	<i>LUNCH</i>		ALL
Conflict resolution			
14:00 – 15:00	What is conflict? Conflict at the local level	1 hr	GL
15.00-16.00	Resolving conflict	1hr	GL/participants
16:30	<i>TEA & CLOSURE</i>	30mins	

Annex B: Attendance list

**Stage 4: Inception Workhop
Country: Swaziland Nhlangano Town Council
Venue: Phumla Guest House
Date: 11-13 June 2013**

NAME	Sex M/F	ORGANISATION	DESIGNATION	PHONE	FAX	E MAIL
Esther Ndlangamandla	F	Nhlangano Town Council	Councillor	761188505		emakhanya@realnet.co.sz
Siphwe Vilakati	F	Nhlangano Town Council	Councillor	76147923		
Deon Anderson	M	Nhlangano Town Council	Councillor	76022423		
Mandla Sibandze	M	Nhlangano Town Council	Councillor	76609055		
Khetsewe Dlamini	F	AMICAALL	S. C. Supervisor	76418514		Kdlamini2014@yahoo.com
Jabu Dlamini-Shongwe	F	Nhlangano Town Council	SCS	76072765	22078451	ntc@africaonline.co.sz
Mncobi Mkhonta	M	Nhlangano Town Council	Councillor	76175089		
Samkeliso Ndlangamandla	M	Nhlangano Town Council	Councillor	76181183		
Mashumi Shongwe	M	Nhlangano Town Council	Cllr/Mayor	76246632		
Siphwe Vilakati	F	Nhlangano Town Council	Cllr	76147923		
Melusi Hlanze	M	Nhlangano Town Council	Town Clerk	76078065		ntc@africaonline.co.sz
Thandokuhle Dlamini	M	Gender links	PA	76353820		swazilandintern@genderlinks.org.z a
Ncane Maziya	F	Gender links	CM	76240486		swdlocalgvt@genderlinks.org.za

Attendance statistics by gender

Females	6	47%
Males	7	53%
TOTAL	13	100%

Annex C

WORKSHOP EVALUATION

	SCORE OUT OF TEN
1. Programme design	87%
2. Programme content	83%
3. Documentation	90%
4. Facilitation	96%
5. Group work	88%
6. Outputs	75%
7. Outcomes and follow up plans	94%
8. Learning opportunity	89%
9. Networking opportunity	87%
10. Administrative arrangements	87%
Overall	79%

COMMENTS

1. Which session did you find most useful? Why

- Group work – because of sharing different information but at the end were able to come out with one point
- SDAC Protocol DVD on gender and development was happy to see politics can be introduced at an early age
- Great in that network in our group work and out facilitator were more in a short period of time
- An eye opening programme
- The arguments on women roles and responsibilities
- Gender and local economic development. Women currently play an important role in community development initiatives but such is not appreciated or recorded.
- All sessions were useful
- Gender based violence

2. Which session did you find least useful? Why

- None
- Watching the DVD because of language (English) and yet there were other participants who could not understand the language.

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

- Women and men should be aware of what 50/50 and that people need to learn more and understand about gender.
- Now I have a different and new understanding of gender equity and will share with my community
- By empowering my girls in my organisation. I work with Swaziland Girl Guides, will empower the guide leaders.

- Will go out and teach and raise awareness on 5050 and encourage the community to vote for women.
- I will give a clear picture to everyone on gender equality as I have now understood it is important to share with others in my community.
- I will share the information with my family mainly about 5050 and its goals. I will share with my people they need to be educated at ward level about gender.
- My knowledge on GBV improved so this gives me an opportunity to pass the knowledge to other people who did not get the chance to attend the workshop.

4. Any other comment

- More information is needed
- This was a wonderful presentation I gained a lot
- Care givers should be supplied with gloves. Involves other stakeholders to enforce the exercise.
- To achieve this goal fully (100%) I think it should be introduced schools from the younger generation
- The workshop was helpful and I liked discussions with the politicians