



**REPORT OF THE
LESOTHO SADC GENDER PROTOCOL
SUMMIT AND AWARDS
VENUE: LESOTHO SUN HOTEL, MASERU
DATE: 18-19 MARCH 2013**



Participants at the summit: In front from left: Director Gender-Mrs Matau Futho-Letsatsi, The Honourable Minister of Gender and Youth, Sport and Recreation-Chief Thesele Maseribane and the Principal Secretary for the Ministry-Mr Majara Molapo.



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Executive summary

The report seeks to provide information about the first SADC Protocol on Gender and Development summit which was held in Lesotho on the 18th-19th March 2013. The summit was held under the banner SADC protocol@work 2015 *Yes we Must*. This event marked the approaching of the deadline for the MDG's and the 28 targets of the SADC Gender Protocol Targets. The event was coordinated by Gender Links Lesotho with all the support from its Head Quarters from Johannesburg.

Entries were called from all the ten districts of the country, from local to national levels. This covered all good practices from different categories, such as climate change, education and economic development, GBV and conflict resolution, sexual reproductive rights, Health and HIV and AIDS, media and local government.

Participants in this event were also from different sectors and some government departments as shown in **Annex A**, which included amongst others Minister from the Ministry of Gender and Youth, Sport and Recreation who was the Guest speaker. **see annex B**. There were 53 entries into the summit and these were from the five theme categories as mentioned above and also attendance and participation of men was highly visible. In total, people who participated in the summit were 128, and there were 76 females and 52 males. This shows improvement in terms of men's participation and contribution towards gender mainstreaming and empowerment of women.

During these two days event, there was extensive media coverage by the media students from the higher institute of media studies in Lesotho,(IEMS). A press release was developed also following this summit (**see Annex C**). The activity was therefore seen as platform from which different organisations and people learned and shared ideas on gender mainstreaming. Participants were asked to critically evaluate the summit for future improvements. **See Annex D**

Background

The MDGs were developed to help countries meet the poor at all levels of the community. They were designed to include eight goals, ranging from halving extreme poverty to halting the spread of HIV and AIDS and providing universal primary education, all by the target date of 2015, the MDGs form a blue print agreed on by all the world's countries and Lesotho took part in this event. Goal Three of the MDG is concerned with promoting gender equality and empowering women. This includes eliminating gender discrimination in different sectors.

SADC Protocol on Gender and Development

In August 2008, SADC Heads of State and Governments signed the ground-breaking SADC Protocol on Gender and Development, elevating the SADC Declaration to a more binding regional instrument. With its 28 targets, the protocol provides Southern Africa with a road map for the fulfilment of the MDGs. GL is using the gender protocol as a framework to anchor its work. The protocol has specific targets for media and local government, which include the equal representation of women and men in all areas and at all levels of decision-making.

The Southern African Gender Protocol Alliance

Formed around the campaign for the SADC Gender Protocol in 2005, the Alliance now comprises 15 country networks and eight theme groups, as well as two interest groups (the men's sector and Faith Based Organisations). The Alliance has helped to produce country barometers including Lesotho. This information serves as a strategic tool for tracking progress in country against the 28 targets of the Protocol.

Centres of Excellence for Gender in Local Government and the Media

A key development over the last two years is The Centres of Excellence (COE) concept for both media (media houses and media training institutions) and local government. The COE concept is a follow up to the gender and local government and media research, training, advocacy, gender policy and action plans that have been taking place in SADC since 2008 in Lesotho. In the local government work, councils develop, cost and implement action plans aligned to the 28 targets of the SADC Gender Protocol. In the media, institutions develop and implement gender policies. This includes a ten stage on-the-job training for journalists structured around the ten themes of the SADC Gender Protocol. Manuals have been developed to train both the media and local government COE's. The lessons learned from this work are done through affirming good practice and sharing experiences at the summit.



Currently GL in Lesotho is working with 30 local authorities and seven media houses that have committed to become Centres of Excellence for Gender Mainstreaming. During the 2012 Sixteen Day campaign, GL Lesotho brought together local government COEs to plan and profile local government efforts to combat gender based violence. This project saw media covering the work of local government COEs and local government providing media with vital sources on gender based violence.

Objectives

The SADC Gender Protocol Summits and Awards aim to achieve the following:

- Take stock and turn up the pressure for implementation and accountability by the governments
- Bring together all key stakeholders to share strategies and good practises for gender mainstreaming and ending gender based violence.
- Profile and affirm the work of media and local government Gender Centres of Excellence
- Build linkages between the media and local government work on the ground as part of the broader objective of gender responsive governance and accountability, and developing a critical citizenry around the SADC Gender Protocol and the MDGs.
- Develop strategic partnerships and networking opportunities.
- Strengthen the gender movement from all levels of different communities to the regional and international level.

Participants

Analysis of participants

	Male	Female	Total	% Male	% Female
Entrant	22	31	53	42	58
Official	20	28	48	41	59
Judge	7	7	14	50	50
Partner	2	1	3	67	33
Donor	0	2	2	0	100
Staff	1	7	8	12	88
Total	52	76	128	59	41

More people came from all the districts to witness the summit because it was for the first time Lesotho held such an event. Looking at the participants list, there were more women

who attended the summit than men. This could be because women are more engaged in gender mainstreaming activities than men but also the numbers of men attendants also has shown understanding and progress made by men on gender issues.

Processes and Activities Programme

The programme covered two days and on day one, activities included opening remarks by the Gender Links Lesotho Board member. GL partners from the media, alliance and local government were also invited to make statements with reference to the SADC protocol on gender and development and the MDGs as we are approaching the deadline.

The Minister of Gender and Youth, Sport and recreation delivered the key note address and he alluded to the fact that Lesotho is a small country but has proofed that together we can make it by showing an amicable achievements in some of the Protocol targets. He thanked Gender Links for organising an activity like this where people and organisations from different levels were brought together to show case their good practices. This on the other hand helps the government to measure how much work has been done on the ground. He wished all very fruitful participation and learning from others.

It was also during this session that participants were given a brief on the scoring process in relation to the SADC Gender protocol, an explanation to the citizen score card; this was done by the CEO Gender Links, Mrs Colleen Lowe Morna. The session was summarised by a presentation made by Mrs Mats'eliso Mapetla on the key findings of the country barometer in terms of how much progress has been achieved by the country before 2015.



Key note speech by Minister of Gender

Participants then broke to their different groups according to their presentations. There were presentations made under five different theme categories, from alliance, media and local government as the table below illustrates. From each group there were judges assigned to adjudicate the presentations made and come up with an agreed good practice which will represent the country in the regional summit. Judges were identified from different organisations and government departments especially those people who have experience on the activities to be presented. Although judging was very strict, they gave feed back to the participants for future improvements and emphasised that participants should be able to make reference to the SADC protocol because this will help to measure change.

Summit Outputs

Analysis of awards winners

CATEGORY	Winner		Runner up		TOTAL	
	M	F	M	F	M	F
Alliance						
GBV and conflict resolution	0	1	0	0	0	1
Constitutional, legal rights and governance	0	0	0	0	0	0
Education and economic development	1	1	0	0	1	0
Climate change and sustainable development	0	1	0	0	0	1
Sexual and reproductive rights; health and HIV and AIDS	0	1	0	0	0	1
Local government						
GBV and conflict resolution	0	1	0	0	0	1
Constitutional, legal rights and governance	0	0	0	0	0	0
Education and economic development	0	0	0	0	0	0
Climate change and sustainable development	0	1	0	0	0	1
Sexual and reproductive rights; health and HIV and AIDS	0	1	0	0	0	1
Media						
Radio	0	0	0	0	0	0
TV	0	1	0	0	0	1
Print	0	1	0	0	0	1
Institutional						
Local Government COE	0	1	0	0	0	1
Runner up	1	0	0	0	1	0
Best improved performance	0	1	0	0	0	1
Leadership	0	1	0	0	0	1
TOTAL					2	11

As earlier mentioned, there were five categories from which presentations were made. There were a total of 53 entrants, but only thirteen came out as winners. They included two men and eleven women. An argument can be made in relation to the sex disaggregation that there is still work to be done to encourage men involvement and active participation in gender issues.

CATEGORIES AND AWARDS

GBV and conflict resolution:

There were ten presenters under this category. They were representations from different organisations and their presentations covered mostly activities which are geared towards ending GBV from homes helping individuals to speak out.

Winner: The winner for this category was Mamakhetho Phomane representing the organisation called SheHive. This is the organisation where members are survivors of GBV.

Case studies: Ending GBV.

The objective is to engage people, who experienced or are stilling undergoing abuse to speak out about it. To disseminate information, education and share experiences aimed at improving lives of domestic violence survivors/victims. To campaign for behavioral change in communities and especially among families with the view of eliminating further chances of domestic violence cases.



Education and Economic development:

There were eight presenters under this category. They also represented organisations ranging from the CBO to NGOs. This shows that more organisations are engaged in education and dissemination of gender issues and also encouraging economic empowerment.



**Winner: Education
and economic
development-
Moeti Moleko**

Winner: The winner for this category was Moeti Makalo who represented an NGO called Society of Women and AIDS in Africa Lesotho (SWAALES).

Case studies: Food security initiative in Siloe Mohales'hoek.

The society for women and Aids in Africa Lesotho implements a project that provides care and support Vulnerable Children (VC) and their households. Among the five key services provided the nutrition intervention has been successful in improving food security in the Siloe community council. Key elements of the intervention include:

- Construction of communal gardens
- Community ownership and collaboration
- Alignment with existing community structures

Sexual and reproductive rights, health and HIV and AIDS:

Under this category, there were eight presenters. Involvement of men in this category was highly visible and the group was very dynamic they even made a song as the group during the awards ceremony.

Winner: The winner in this category was Mamello Morrison who represented a community based organisation called C-point Support group. An organisation that supports both infected and affected people with HIV and AIDS

Case Studies: Sustainable income generation

Income generation for community-based organisations is a good practice that ensures

Sustainable flow of support for people living with HIV and AIDS gives affected families a degree of respect, independence and builds a community that is resilient, self-sufficient, and assures individual pride and human dignity. The organisation ensures that for the victims of HIV, there is access to treatment, nutrition, care & support availed to them.



Winner: Sexual and reproductive-Mamello Morrison

Media

This category comprised different sectors in media, those included print, TV and radio. Involvement of men was more on print however, the winner was woman.



Winner: Media-Keiso Mohloboli

Winner: The winner under this category was Keiso Mohloboli who was representing an Informative newspaper. This newspaper has always been following GL activities for media coverage.

Case Studies: Informative Newspaper

Informative is a print media that is located in the urban area of Maseru district.

There are 12 Informative employees. They include 7 Men and 5 Women.

Local Government COE

The category included all the nine local authorities which are part of the COE work and have completed stage nine of the COE process. These councils have also been verified to monitor how far the action plans have been implemented and to measure impact on the ground. These were Sanqebethu, Likila, Ramapepe, Senekane, Ts'ana-talana, Mashaleng, Tsoelikana and Thaba-tseka Urban councils

Winner: The winner for this category was representing the council of Ts'ana-talana. Her name was Palesa Mokotjo.



The judges conclude all presentations by congratulating all the presenters for the job well done, however they emphasised more on creating synergies between the protocol and the good that is done on the ground by different organisations and also encouraged sharing of knowledge and experiences as this will improve on sustainability of many projects and encourage others to join hands towards achieving the protocol targets and the MDGs.

Summit Outreach

Prior to the summit, extensive media coverage was done to popularise the event. This included attendance to radio and television programmes some of which were phone in to allow questions and more understanding from the viewers and listeners. There was also print coverage. Furthermore, there was website links popularised to all organisations and individuals who have access to internet.

For the local government COEs, there were pre-summit meetings held with them and for verification in preparation for the summit. This exercise also helped in many ways to publicise the summit because some organisations were actually encouraged by the councils to enter of the summit.

Summit Outcomes

The summit was held for the first time in Lesotho however, there were many entries. In total, there were 53 entries and thirteen winners as compared to last year where we had only 12 entries, one winner and one runner up. There were more entries under the categories of GBV and education and economic development which therefore shows that majority of the people are more involved in fighting against gender based violence through education whilst on the other hand promoting economic empowerment. Nevertheless, from other categories there were few presentations and in some categories like issues of constitutional and legal rights, none at all. This shows that there is still more to be done in as far as other protocol targets are concerned, there seem to be an imbalance in implementing the targets which calls for joined efforts to achieve the target.



Winners at the summit

Despite all these observations, the summit played a major role in building new partnerships by different organisations and of course strengthening the already existing and also establishing a good rapport for Gender Links in Lesotho.

There is a saying that goes 'knowledge is power' and this can be enhanced by reading and learning from others. This event also gives GL platform to share its treasure of knowledge with other partners and this was done through distribution of documents which included annual reports, country barometer and pamphlets for information sharing and in return comments were invited through filling of partner publication evaluation forms.

After presentations all groups gathered together for judges' feedback and shared ideas amongst themselves for future improvements and sustainability of the summit, more so because this encourages people to do more and encourage other organisations to also work hard on gender mainstreaming activities. This will also encourage the government to actually realise their role as well and facilitate allocation of resources accordingly and actively take part.

The meetings actually created a space from which participants now really understood the objective of the summit and they promised that they are going to work hard and correct their mistakes and work on their challenges for the next summit. More media houses and alliance partners will enter for the summit next year. The local government COEs number will have also increased. This is because ten other COEs which did not enter but were invited to witness the process will have gone up to stage ten of the COE process and therefore become eligible to enter for the summit.



Judges feedback to groups-Mrs Mapuleng Secheche

There were independent media houses which came to cover the event, to mention but one, Lesotho Television was invited to cover the event and this was also broadcast in the news. The Institute of Extra Mural Studies under the University of Lesotho was also invited to cover the event and to conduct interviews and take video footage of the whole event.

There were more participants also from different government departments and NGOs, some of which took part in judging and or making speeches during the plenary session. Participants also from UNFPA were present. This is the organisation which also takes part in ending Gender Based Violence. Key partners therefore included the Ministry of Gender and Youth, Sport and Recreation, local councils. The EU who co funded the whole activity with Gender Links

Lessons Learned

Participants learned a lot from the summit, and more partnerships were established through interactions amongst the participants and GL staff. The participants have gained experience to create synergies in the work of the SADC gender protocol programmes. They also learned to copy from others the good work that is being done on the ground for the communities.

Some participants came for the summit for the first time and it was such an experience to them, meeting people from different organisations who are doing same work but from different localities and challenges was such a learning.

Other participants were very happy that they will have gained experience to use computers and gain experience to make presentations before other people as it is not always the case, they are not exposed to such activities and the summit will empower them to improve on their art of speaking.

To increase morale and energy for the next summit, other local authorities who were not presenting were invited to witness the event. This gave them an idea of the process and they will be able to prepare themselves for the next coming summit and hopefully there will be more entries, this time covering both the urban and the rural councils.

Next Steps

All the councils which have been selected for the entrepreneurship training were held a brief meeting on the process and later there will be an extensive workshop for the people who wrote I stories to enrol them in entrepreneurship training in an effort to end GBV and poverty amongst the victims.

This year, moving forward, ten councils will become part of the COE process. This will bring the number of the COE councils to 30 in Lesotho. The other ten are handled by the Gender Officers.

There has always been no Media COEs in Lesotho but this year we will start with seven media houses to introduce them to the COE process and this also will expand the GL work in Lesotho and this will further add some value to the tremendous achievements made by the country towards achieving the 28 protocol targets.

There will be thirteen entries into the regional summit, including three local government COEs. GL Lesotho is planning to hold a bigger summit next year covering all theme categories which will include media COEs.

ANNEX A: PARTICIPANTS LIST

**LESOTHO SADC GENDER PROTOCOL
SUMMIT AND AWARDS
VENUE: LESOTHO SUN HOTEL, MASERU
DATE: 18-19 MARCH 2013**

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Attendance by Gender

		Total	% M	%W
Number of Males	Number of Females			
52	76	128	41	59

ANNEX B: PROGRAMME



**LESOTHO SADC GENDER PROTOCOL SUMMIT AND AWARDS:
PROGRAMME – LESOTHO**

"2015, Yes we Must! The SADC Gender Protocol @ Work"

DAY ONE: 18TH MARCH 2013

8:00 – 8:30	Delegates arrival and registration			
8:30 - 10:00	PLENARY: Venue: LESOTHO SUN HOTEL-PULA			
	OPENING CEREMONY AND ACCOUNTABILITY FORUM – CHAIR – GL BOARD MEMBER-Ntate Rethabile Pholo			
8.30	Welcome			
8.30-9.00	Statements by partners – media, alliance, local government	Ntate Mzimkh'ulu Sithetho-Media	'M'e Libakiso Matlho-Alliance	'M'e Matisetso Libetso-Local government
9.00 – 9.45	Scoring progress: SADC Gender Protocol – explanation of the Citizen Score Card	'M'e Colleen Lowe Morna		
	Presentation of the key findings of the country barometer	'M'e Mats'eliso Mapetla		
9.45-10.15	Responses by key ministers	Hon, Selibe Mochoboroane Deputy		
10.15-10.30	KEY NOTE ADDRESS	Morena Thesele Maseribane-Gender		

			Minister		
10.30 -11.00	Overview of process and assignment of parallel sessions		GL Manager		
11.00 – 11.30	Tea				
PARALLEL SESSIONS	GBV and conflict resolution	Education and economic development	Sexual and reproductive rights; health and HIV and AIDS	Media	Local gvt COE
	PULA 2	SENQU 1	MOKHORONG	SENQU 2	PULA 1
CHAIR	Mathabo Ramollo	Nthatisi Matobako	Mahlompho Nkhabu	Mamolibeli Ngakane	Mathoka Khaile
RAPPOREUR	Alice Ranthimo(intern)	Fuzakazi Mqungwana	Nomthandazo Mankazana	Thato Cheka(intern)	Ntolo Lekau
JUDGES	1.Ntate Moses Masemene	1.Ntate Nchafatso Sello	1.'M'e Mats'eliso Mapetla	1.'M'e Motheba Mpota	1.Ntate Makalo Theko
	2.'M'e Mathato Mokhothu	2.'M'e Mamosebi Pholo	2.Ntate Khabiso Ntoampe	2.Ntate Manyethela Kheleli	2'M'e Mapuleng Sechehche
	3'M'e Bosao Monyamane	3.Ntate Tankiso Sephoso	3.'M'e Mamosa Mohlabula	3.Ntate Mzimkh'ulu Sithetho	
Presentations					
				PRINT	
11.30 – 13.00	1.Mamakhetho Phomoane	1.Justice Tema	1.Bonyane Motokoa	1.Billy Ntaote	1.Kali Molefe
	2.Mammopa Phae	2.Seboku Ts'ehloane	2.Lintle Letsika	2.Keiso Mohloboli	2.Lineo Mohale
	3.Matipi Tlali	3.Mampho Kotelo-Molaoa	3.Malironts'o Mokeane	3. Majara Molupe	3.Masekoati Masupha
		4.Mamonaheng Mohale		4.Marafael Mohloboli	4. Molibeli Ntlaba
		5.Monyane Selebalo		5. Matielane Makhele	
				6.Thapelo Mabote	
13.00 – 14.00	LUNCH				
				TV	
14.00 – 15.30	5.Matumelo Maqokela	6.Mamotsiba Makara		1.Lucy Borotho	5. Naha Matete
	6.Mokhatla Mokhelelise	7.Masenate Moremoholo		2.Maabia Tea	6. Nthatisi Peleli

	7.Molato Chaotse	8.Moeti Moleko		3.Maliteboho Mokhitli	7. Nyoloho Chobokoane
		9.Mots'elisi Makoa			8. Palesa Mokotjo 9.Tlali Mohale
		10.Mathabo Mphomela			
15.30 -16.00	TEA				
16.00 -16.30	Wrap up				

DAY TWO: TUESDAY 19TH MARCH 2013

8:00 – 8:30	Delegates arrival and registration				
	PLENARY: Venue: LESOTHO SUN HOTEL PULA 1				
8.30 -9.00	Ice breaker		POEM BY Ts'enolo Lerotholi		
CHAIR	'M'e Colleen Lowe Morna				
9.00 -10.00	Panel – Economic empowerment and ending gender violence				
	I Story		'M'e Lidya 'Muso		
	The role of local government		Ntate Makalo Theko		
	Financing women's economic empowerment		'M'e Felleng Makeka		
	Ending gender violence		'M'e Libakiso Matlho		
10.00-10.30	Discussion				
	CHAIR				
PARALLEL SESSIONS	GBV and conflict resolution	Climate change	Sexual and reproductive rights; health and HIV and AIDS	Media	Local gvt COE – leadership
Name of Room	PULA 2	SENQU 1	MOKHORONG	SENQU 2	PULA 1
CHAIR	Manteboheleng Mabetha	Rets'elisitsoe Petlane	Thato Molomo	Mamolibeli Ngakane	Lineo Rakaibe
RAPPOREUR	Alice Ranthimo(intern)	Fuzakazi Mqungwana	Nomthandazo Mankazana	Thato Cheka(intern)	Ntolo Lekau
JUDGES	1.Ntate Moses Masemene	1.Ntate Nchafatso Sello	1.Ntate Mats'eliso Mapetla	1.'M'e Motheba Mpota	1.Manoosi Khetsi
	2.'M'e Mathato Mokhothu	2.'M'e Mamosebi Pholo	2.Ntate Khabiso Ntoampe	2.Ntate Manyethela Kheleli	2.Thato Mokuena

	3.'M'e Bosao Monyamane	3.NtateTankiso Sephoso	3.'M'e Mamosa Mohlabula	3. Ntate Mzimkh'ulu Sithetho	3.Tieang Sefali
Presentations					
11.30 – 12.30		Climate change	1. Mamello Morrison	RADIO	
	8.Thabo Nkhabu	1.Palesa Matsepe	2.Mats'aba Mpho	1.Kholu Qhobela	
	9. Nthabiseng Kobile		3.Nkhati Elias Letsosa	2.Neo Ramorou	
	10.Ts'eliso Pheta	2.Liemiso Koetlisi	4.Puleng Kuili	3.Nthabiseng Mokapela	
13.00 – 14.00	LUNCH				
14.00 -16.00	Feedback and learning – Improving case studies, evaluation and learning journey				
	Judges	Judges	Judges	Judges	Judges
	GL officers	GL officers	GL officers	GL officers	GL officers
18.00					

ANNEX C: MEDIA LOG

Date of interview/ article	Name of media	Print, radio, TV	Article title/ Title of show	Web address (for online article)	Entered on back end form
28/02/13	Lesotho TV	TV	Thahameso-Breakfast programme	-	Yes
06/03/13	Lesotho Radio and Moafrika Radio	Radio	Phone in programme	-	Yes
18/03/13	Lesotho TV	TV	News	-	Yes
19/03/13	Lesotho TV	TV	News	-	Yes
19/03/13	Informative	Print	Thesele opens Lesotho SADC Gender Protocol	-	Yes
26/03/13	Lesotho TV	TV	Thahameso-Breakfast show	-	Yes

Annex D EVALUATION 1 - SWOT ANALYSIS OF THE COUNTRY SADC GENDER PROTOCOL SUMMIT AND AWARDS

Categories	Strengths	Weaknesses	Solutions
Communication	Staff was always ready to respond to our calls		
Time	•	•	•
Transportation	• Participants transportation was well organized	• Few cars for the awards	• More cars should be organized for participants after the awards
Participation	• Improved	•	• Increase coverage for other organizations and people from the rural areas to know and prepare in time
Registration	• Well organized	•	Registration to be done in the breakaway rooms to capture all participants
Voting processes	Very informative	• Very strict and some judges not constructive	• Thorough briefing prior to the summit
Summit in general	• The event was superb	•	•
Team work	• Excellent		•
Management	• Management of the work was good	• Too much work to be done	• More interns to help in the management of the work to be done
Finance	• Enough	• Less time to do proper accounts	• Allocations should be clear and specific to avoid overspending
Logistics	Less problems encountered	•	• Preparations should be given enough time

Analysis of summit evaluation form

	Score 1 (poor), (excellent)	from 10	COMMENTS
1.COMMUNICATION	9		
2. TIME	8		
3. TRANSPORTATION	7		
4. REGISTRATION	8		
5. VOTING PROCESS	6		
6. SUMMIT IN GENERAL	6		
7.TEAM WORK	7		
8.MANAGEMENT	8		
9.FINANCE	10		
10.LOGISTICS	7		