



**REPORT OF THE
NORTHERN DISTRICT SADC GENDER PROTOCOL SUMMIT AND AWARDS
LESOTHO**

VENUE: Crocodile Inn Botha Bothe

DATE: 10-14 March 2014



Executive summary

QUICK FACTS:

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- **52** participants – **18** Male, **34** Female
- **13** entries, **5** women **8** men
- **1** man and **1** woman runner ups
- **1** woman and **1** man winners
- **13** councils represented

This report seeks to provide information about the district summit that was held for the Northern districts from 10-14 April 2014 at Crocodile Inn Botha Bothe. The summit was held under the banner **50/50 by 2015 and demanding a strong Post 2015 Agenda**. This event was held just a year before 2015, a year in which the Millennium Development Goals and the SADC Gender Development Protocol are reaching their deadlines.

The summit was attended by the councillors from the five districts of Mokhotlong, Botha Bothe, Leribe, Berea and Thaba Tseka. There were 13 councils that have completed stages 1 to 5 of the COE process that attended the summit.

The northern district summit was preceded by Stage 7 and 8 workshops (IT, media and advocacy) to document the work of the Councils. As 2015 is the deadline for the SADC Protocol on Gender and Development and the Millennium Development Goals, the participants at the district summit developed the strategy to take count of what has been achieved. It also provides an opportunity for councils to contribute to the development of the post 2015 SADC Protocol.

The winner in the urban category was Thaba Tseka Urban Council and the runner-up was Botha Bothe urban council. The winner in the rural category was Kanana Community Council and the runner up was Litsoetse Community Council.

PARTICIPANTS

ANALYSIS OF PARTICIPANTS

	MALE	FEMALE	TOTAL	%MALE	%FEMALE
Councillors	12	17	29	41	59
Officials	3	11	14	21	79
Judges	1	2	3	33	67
Staff	0	3	3	0	100
Board Member	1	0	1	100	0
District Administrator	1	0	1	100	
Member of Parliament	0	1	1	0	100
TOTAL	18	34	52	35	65

There were 34 female participants and 18 men from 13 local councils and from the government, refer to **Annex A**. The District Administrator for Botha Bothe attended the summit and gave a key note address. There was also a special presentation by a woman member of parliament for Matlakeng Constituency. (See **Annex B**). There were more female councillors than male who attended the summit but for many councils the reality is that there are more men than women in councils as the total percentage of women is 49%. In many councils more women are found as members of committees like the social committee and most of them are the chairs hence why

more of them come to the summits more than men. Men are found as chairpersons for committees such as finance and land.

Programme

Opening remarks

The program covered 5 days and of which the first 3 days were for stage 7 and 8 workshops and the 50/50 and the post 2015 agenda meeting. On the first day the activities included the official opening by the District Administrator for Botha Bothe district Lehlohonolo Qashu. In his opening remarks he urged the participants to work very hard to represent their respective councils in the 2014 summit as their work is a symbol of what they do at the councils. He wished everybody a very fruitful participation and meaningful stay in the district of Botha Bothe.



The Member of Parliament for Matlakeng Constituency, Mrs Mafalatsi Lekhatla gave a speech on her journey as a woman parliamentarian. She encouraged women to actively participate in Politics and not to be afraid of contesting for elections with men. She however stated that women face many challenges in politics, citing the multiple roles of women as one of the challenges because it gives men advantage over women during the time of campaigning for elections. Women usually have a shorter day to do campaign than men because they have

to do house hold chores such as washing, cooking, cleaning and taking care of children.

Plenary sessions

The district summits were preceded by Stage 7 and 8 workshops (IT, media and advocacy) to document the work of the Councils. The main objectives of stage 7 is for the councils to have a deeper understanding on how the media works and how the media can help to advance the work on gender and development. The councils were encouraged to build a strong relationship with the media so that media can be used to market and raise awareness about their work. The campaigns which councils carry out, without the support from the media, cannot be successful. Campaigns need coverage in order for them to spread the intended messages so that necessary action can be taken.

The next training was on the importance of credible evidence. The councillors were divided into five groups to examine the five principles of credible evidence according to BOND. This exercise was meant to help councillors to reflect on their work and see how strong their evidence is for the presentations that they are going to be making for their councils. This was meant to help the councillors to assess their institutional profile against the Bond Principles of Credible Evidence.

The second day of the training resumed with the training for stage 8 of the CEO training manual, IT for advocacy.



The main objective of this stage is to encourage the councillors to use internet to spread advocacy campaigns messages. During 16 days of activism, internet can also be used to share ideas and experiences with other councils inside and outside the country. Cell phones are also important in passing messages and councils are taught how to effectively use them. This is the most effective method because most people now

have cell phones, even deep in the rural areas cell phones can now be used to pass messages.

The councillors were introduced to the basic IT tools such as the Electronic mail, World Wide Web, mailing lists, interactive space, discussion groups and social networks. The councillors were given the importance of using the internet to find information and how they can also use it to give information about the work they do in their councils. All councillors were assisted to open an email account.

After this the councillors were introduced to the Gender Links website and how they can navigate it to find information about their councils. They were also introduced to Gender Links forms online after which they were all asked to fill the forms online. All the participants were each asked to fill the Gender Links forms online.

The third day was kick started with the presentation on the principles of effective speaking. This topic was important because it was meant to equip councillors with the skills of making good presentations. The principles of effective public speaking is a very important topic for councillors as they have to address people from time to time in their field of work.

With only a few months before 2015, the deadline for achieving the 28 targets of the SADC Gender Protocol, there has been slow and uneven progress towards equal representation of women in political decision-making. In Lesotho the Local government elections held in 2011 resulted in 49% representation of women. This was a result of a third of the seats reserved for women on a Proportional Representation (PR) system in addition to women being able to contest the First Past the Post (FPTP) seats with men. However in the 2012 Parliamentary elections there is only 26% women in parliament and 22% women in cabinet. This because there is no quota at the national level. The participants at the district summit were asked to form groups to design the strategies that can be used in order to increase the women participation in decision making to 50/50 in the next elections. The outcome of these group discussion was that the participants felt that it is necessary to have a legislated quota at the national level as this has given good results in the local government elections. They also pointed out that all political parties should be encouraged to include women within their structures.

The day was ended with the group discussions on the post 2015 agenda. The groups were formed around the following targets of the SADC Gender Protocol: Constitution and Legal Rights, Gender and Governance, Gender and Education, Economic justice, Gender Based Violence, Health, HIV and AIDS, Peace Building and conflict resolution and Media.

Constitutional and Legal Rights

On the constitutional and legal rights the participants put emphasis on the removal of the clause from Constitution of Lesotho that allows discrimination on the basis of culture. This clause has resulted in the Inheritance Laws of the Lesotho and the Chieftainship Law discriminating against women.

Gender and Governance

The emphasis was to encourage the governments to have a legislated quota of 50% of women in all decision making positions both in the public and private sphere. There is also need to build capacity for women in decision making positions as to ensure sustainability.

Gender and Education

The non-formal education must be strengthened to allow herd boys to go to school after hours as the statistics in Lesotho show that there are more girls in schools than boys. It also essential for laws to be passed which regulate the initiation schools as they are one the reasons why the boys drop out of school. Another important issue that needs to be incorporated in the post 2015 agenda should be the issue of accessibility for schools which usually affect the school going age for some children living in the rural areas because of the distances that they have to travel to go to schools. To protect the girl children against sexual harassment in schools and to provide for them to continue with their education even after they have become pregnant in schools. The school curriculum should include gender education at all levels.

Economic Justice

There should be emphasis in the post 2015 agenda to include the provision of productive resources for women. As with the governance women should be given more opportunities than men to access the productive resources. These may be done by giving women opportunities to tender for public services alone leaving men out because they have added advantage over women since they had always had the opportunity to access the productive resources while women were denied those opportunities.

Gender Based Violence

The laws that address GBV should provide for harsh punishment for perpetrators of GBV. There should be a provision in the law for offenders not to be given bails as this usually puts the life of victims in danger as they often frighten them. The government should provide centres where the victims of GBV receive support.

Health

The countries should improve their response to emergencies by providing an efficient emergency services such as ambulances. The governments must also ensure that

other infrastructures such as roads are well maintained to make the health services to be easily accessible.

HIV and AIDS

The governments should developed strategies to prevent new infections, especially the transmission from mother to child. The care givers should be considered as the government employees and must be compensated because patients of AIDS are not treated in hospitals but are being cared for outside by these people.

The facilitation and trainings at the northern district summit were led by Gender Links in partnership with the Ministry of Gender and Youth, Sports and Recreation with the gender officers for Mokhotlong, Botha Bothe, Leribe and Berea.

The fourth day was the kick-started by showing cultural activities that were presented by the five districts that were represented at the northern district summit. After the cultural activities the councils presented their work to the judges who were scoring them using their score cards.

Summit Outcomes

COUNCIL	CATEGORY	POSITION
Kanana	COE-Rural	1-Winner
Thaba Tseka	COE-Urban	2-Winner
Litsoetse	COE-Rural	3-Runner up
Botha Bothe	COE-Urban	4-Runner up
Tsa Le Moleka	COE-Rural	5
Senekane	COE-Rural	6
Sangebethu	COE-Rural	7
Seate	COE-Rural	8
Mokhotlong	COE-Urban	9
Likila	COE-Rural	10
Ramapepe	COE-Rural	11
Maoa-Mafubelu	COE-Rural	12
Berea	COE-Rural	13

There were a total of 13 councils from five districts that attended the Northern district summit, however only four made it to the national summit. Two of these councils were from the district of Thaba Tseka, Thaba Tseka Urban council and Litsoetse Community council, Botha Bothe Urban Council from Botha Bothe district, and Kanana Community Council from Berea district.

Winner in Urban

There were a total of four urban councils that attended the Northern district summit.



The winner Thaba Tseka Urban council is from the district of Thaba Tseka east of Maseru. This council is one of the councils that began the COE process and was part of the councils that attended the National summit in 2013. They used what they had learned from the national summit to build on their work and that helped them to come out as winners.

The runner up in the urban category was Botha Bothe urban council. This

is one of the councils that became a COE in 2013 and is one of the new councils. However being new for them did not come as a disadvantage because their dedication to the COE work was displayed by their winning in their very first summit.

Winner Rural

There were a total of nine rural councils that were part of the Northern district summit. The winner in the rural category was Kanana community council from the district of Berea.



Kanana community council is one of the councils where the COE process is implemented by the Gender Officers. It is one of the councils that came to the national summit in 2013 to learn and indeed they learned and emerged winners in the district summit.

The runner up was Litsoetse Council, yet another council from Thaba Tseka district. Litsoetse is another council where the COE process is implemented by the Gender officers. From this results we can clearly see that just like Kanana, they used the opportunity to come to

the national summit in 2013 to learn and indeed they learned and came up as winners.

The judges concluded 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 councils 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.

The judges also urged the participants to document their good practices so that they may have enough evidence when they come to the summits. It is also important for those who have evidence to be able to refer to their evidence and to avoid to have information that does not speak to judges. Another important factor that must be carefully considered is the use of statistics to support their statements, for example if one says that GBV has decreased as a result of the work done by the council, they should be able to state by how much it has decreased.

Informative Newspaper covered the northern district summit with some radio stations broadcasting the summit in their radios such as People's Choice FM, Thakhube FM and Radio Lesotho.

Lessons Learned

Participants learned a lot from the district summit. They are now able to relate Gender Equality concept to their work in councils. They have learned to copy the good work done by other councils. Before the summit some of the councils thought that they need to have a separate budget for gender mainstreaming but they learned from other councils that they have to do it as they do their other activities. The participants pointed out that the pre-summit trainings helped them to realise the importance of evidence in the activities they do in the councils.

The participants were very happy that they have gained experience using computers and being able to serve the internet. Some were able to use their cellular phones to access Gender Links website. The filling of forms online was one of the highlights for them because each and every one of them had to fill the forms. They expressed their gratitude to Gender Links for making this possible for them.

Next steps

In preparation for the coming year, 2015 the councils will be monitored in implementing their action plans. Some of the councils that started the COE process have declined in their work because Gender Links does not visit them any longer, it is therefore important to introduce the backstopping workshops. As much as it is important to have as many councils as possible as part of the COE, it is also necessary to have depth so that those councils may remain as COE for life, with or without the assistance of Gender Links.

Another way to ensure continuity and sustainability is by providing refresher trainings for the Gender Focal Persons as well as the Gender Champions within the councils to keep them active in their councils.

Using Gender Officers as partners in cascading the COE process is one way of ensuring that gender mainstreaming is sustained as they are found in the districts and can be able to assist the councils that are in their districts. For this district summit all the Principal District for the Northern districts were present and they were introduced to councillors as people who will assist them in their gender mainstreaming activities in the absence of Gender Links.

Moving forward more councils will be made part of the COE process in 2014 which will



bring a total of councils to 40 or even 50 for the next summit. This will result in holding a total of three district summits next year. Another important factor for the 2015 summit is to bring other categories to the district summit, especially those that are a result of the COE work such as leadership. Another category that will be part of the 2015 district summit is the emerging entrepreneurs. Gender Links is

currently working with five councils with the entrepreneurship and will be increasing the number to ten this year. The five councils that have started will be participating at the national summit.

ANNEX A

**EVENT: DISTRICT SUMMIT
VENUE: CROCODILE INN
COUNTRY: LESOTHO
DATE: 10-14 MARCH 2014**

	Name	Designation	Organisation/ council	Sex (F/ M)	Cell phone
1.	Makhoaele Lesenyeho	Councilor	Berea Council	F	63595023
2.	Abinyane Tsilo	Councilor	Mokhotlong Urban Council	M	63618905
3.	Khiba Letlala	Councilor	Likila Community Council	M	59890847
4.	Nyoloho Chobokoane	Councilor	Ramapepe Community Council	M	59461385
5.	Lepheana Mothata	Councilor	Thaba Tseka Urban Council	M	63773045
6.	Kali Molefe	Assistant Administrative Officer	Thaba Tseka Urban Council	M	66105862
7.	Majalle Majalle	Councilor	Litsoetse Community Council	M	59041312
8.	Thabiso Mosoka	Councilor	Kanana Community Council	M	58103633
9.	Mathato Mahasane	Councilor	Seate Community Council	F	63188871
10.	Malitsoanelo Mbhele	Councilor	Mokhotlong Urban Council	F	63423888
11.	Masekoati Molupe	Councilor	Maoamafubelu Community Council	F	59131085
12.	Malijeng Matebele	Councilor	Ramapepe Community Council	F	28402270
13.	Lerato Raselimo	Councilor	Maoamafubelu Community Council	F	58450586

	Name	Designation	Organisation/ council	Sex (F/ M)	Cell phone
14.	Maphatsana Boseka	Councilor	Litsoetse Community Council	F	63430210
15.	Lebakeng Lerata	Assistant Administrative Officer	Maoamafubelu Community Council	M	63986674
16.	Thebe Thite	Accounts Clerk	Berea Urban Council	M	59096600
17.	Khohleli Kesesemese	Councilor	Botha Bothe Urban Council	M	59493838
18.	Moeketsi Majela	Councilor	Berea Urban Council	M	59722455
19.	Tefo Faatle	Councilor	Seate Community Council	M	59095045
20.	Tlali Mohale	Councilor	Sanqethu Community Council	M	63188645
21.	Sophia Nthejane	Councilor	Thaba Tseka Community Council	F	59875869
22.	Makabelo Motsapi	Councilor	Sanqebethu Community Council	F	63774016
23.	Maphakiso Ramothoto	Councilor	Sanqebethu Community Council	F	63188832
24.	Tseliso Lintsa	Councilor	Botha Bothe Urban Council	M	62001700
25.	Manthati Sennane	Councilor	Kanana Community Council	F	58781603
26.	Matseliso Maabe	Assistan Administrative Officer	Tsa-le-Moleka Community Council	F	58709590
27.	Khotso Setene	Councilor	Tsa-le-Moleka Community Council	M	59477562
28.	Matlomoko Mpaki	Councilor	Tsa-le-Moleka Community Council	F	56425933
29.	Nkhalika Makhabane	Community Council Secretary	Senekane Community Council	F	58513116
30.	Malesoli Lesoli	Community Council Secretary	Kanana Community Council	F	58989023

	Name	Designation	Organisation/ council	Sex (F/ M)	Cell phone
31.	Lineo Rakaibe	PDGO	Ministry of Gender Botha Bothe	F	22461614
32.	Mathabo Ramollo	PDGO	Ministry of Gender Leribe	F	63690475
33.	Mahali Sekantsi	PDGO	Ministry of Gender Berea	F	58014615
34.	Thato Molomo	PDGO	Ministry of Gender Mokhotlong	F	58811257
35.	Thato Mokuena	Councilor	Senekane Community Council	F	63402505
36.	Malefu Matolo	Community Council Secretary	Seate Community Council	F	58720417
37.	Litsitso Matiea	Assistant Administrative Officer	Mokhotlong Urban Council	F	67087324
38.	Matebello Mocheke	Assistant Administrative Officer	Litsoetse Community Council	F	66300903
39.	Molefi Sepetla	Councilor	Botha Bothe Urban council	M	64000443/58 917743
40.	Matseleng Thabo	Clerical Assistant	Likila Community Council	F	64056084
41.	Nthatisi Motsu	Community Council Secretary	Ramapepe Community Council	F	63233585
42.	Maneo Tsupane	Councilor	Botha Bothe Urban Council	F	59203739
43.	Mafaletsi Lekhatla	Member Of Parliament	Beare	F	58576138
44.	Lehlohonolo Qashu	District Administrator	Botha Bothe	M	22460202
45.	Likengkeng Ntisa	Assistant Administrative Officer	Botha Bothe Urban Council	F	58478933/22 461463
46.	Masekoati Masupha	Councilor	Senekane Community Council	F	58426811
47.	Mojabeng Rammopane	Councilor	Likila Community Council	F	63910743
48.	Matseleng Thabo	Clerical Assistant	Likila Community Council	F	64056084
49.	Rethabile Pholo	Board Member	GL	M	63322844
50.	Thato Cheka	Intern	GL	F	22316755
51.	Ntolo Lekau	Program Officer	GL	F	22316755

	Name	Designation	Organisation/ council	Sex (F/ M)	Cell phone
52.	Manteboheleng Mabetha	Country Manager	GL	F	22316755

Attendance by sex

No	Number of females	Number of males	Total	% M	%W
34		18	52	35%	65%

ANNEX B

PROGRAMME FOR NORTHERN DISTRICT SUMMIT

TIME	ITEM	WHO	DOCUMENTATI ON
Day one: Documenting evidence and communicating results			
8.30	Welcome	DA- Lehlohonolo Qashu	
	Purpose	Manteboheleng Mabetha	Power point
9.00	50/50 campaign-Speech by the member of parliament	Mafalatsi Lekhatla	
	Special measures	Manteboheleng Mabetha	
10.30	TEA		
11.00	Communication warm up exercise – Broken telephones	Thato Molomo	Manual
	What is communication?		
12:00	<i>Principles of credible evidence</i>		Manual
	Group one: Voice and inclusion	Groups	
	Group two: Appropriate data collection methodologies		
	Group three: Appropriate data collection and triangulation		
	Group four: Change		
	Group five: Transparency		
12.30	Report back		
13.00	LUNCH	ALL	
14:00	Assessing your institutional profile against the Bond Principles of Credible Evidence	Councils to reflect on their draft case studies	Manual
	<i>COE profiles and score cards</i>		
13.00	Finalising score cards, improving institutional profiles	Groups – by council	Draft case studies using the local government institutional profile
	Home work: Preparing/brushing up power point presentations		Power point presentation templates
Day two: Making IT work for gender justice			
8.30	Basics of the Internet	Mahali Sekantsi	Manual

TIME	ITEM	WHO	DOCUMENTATION
9.00	Find your Council – Google and the GL webpage	Ntolo Lekau	Comments/ feedback on COE web page
	Online forms		
	Attitude quiz		
	Knowledge quiz		
	SADC Gender Protocol Score Card 2014		
	How have you used the SADC Gender Protocol – what would you like in 2015		
	Uploading your summit entry		
13.00	LUNCH	ALL	
14.00	Panel: Mock presentations	GL	
15.30	TEA		
16.00	Principles of good public speaking	Manteboheleng Mabetha	
Day three: Communicating results, designing campaigns			
8.30	50/50 Campaign	Mathabo Ramollo	Power point; 50/50 brochure
9.30	Group work on the 50/50 campaign		
	Special measures		Template for a Fifty Fifty campaign
	Slogans and logo		
	Year- long campaign – calendar and key dates		
10.30	TEA		
11.00	Report back		
14.00	Group work – Post 2015 Agenda	Lineo Rakaibe	Matrix in the manual
	Group one – Constitutional and legal	Groups	
	Group two- Gender and governance		
	Group three- Education and training		
	Group four – Economic justice		
	Group five - GBV		
	Group six – Health		
	Group seven – HIV and AIDS		
	Group eight – Peace building and conflict resolution; media, information and communication		
15.00	Mock TV interview: The SADC we want post 2015! !		
District summit – Day four			
OPENING			
8.30	Welcome	Rethabile Pholo	
	Cultural activity	Councillors	
10.00	TEA		
PRESENTATIONS			
10.30	Botha Bothe Urban Council	Likenkeng Ntisa	Case study and score card

TIME	ITEM	WHO	DOCUMENTATION
11.30	Berea Urban Council	Thebe Thite	Case study and score card
12.00	Kanana Community Council	Malesoli Lesoli	Case study and score card
12.30	Likila Community Council	Khiba Letlala	Case study and score card
13.00	Litsoetse Community Council	Majalle Majalle	Case study and score card
14.00	LUNCH		
15.00	Maoa Mafubelu	Lebakeng Lerata	Case study and score card
15.30	Mokhotlong Urban Council	Abinyane Tsilo	Case study and score card
District summit – Day five			
8.30	Welcome		
	Presentation: The District Post 2015 Agenda	Manteboheleng Mabetha	
9.30	Ramapepe Community Council	Nthatisi Motsu	Case study and score card
10.00	Sangebethu Community Council	Tlali Mohale	Case study and score card
10.30	Seate Community Council	Mathato Mahasane	Case study and score card
11.00	Senekane Community Council	Masekoati Masupha	Case study and score card
11.30	Thaba Tseka Urban Council	Lepheana Mothata	Case study and score card
12.00	Tsa-Le-Moleka Community Council	Khotso Setene	Case study and score card
13.00	LUNCH		
14.00	Briefing on other entries that Councils can Make	Manteboheleng Mabetha	Local government Gender Summit Pack
	Gender Champion		
	Fifty Fifty and the post 2015 agenda		
	Gender, Climate Change and the Post 2015 Agenda		
	GBV and the post 2015 Agenda		
	Women's rights and the post 2015 Agenda		
15:00	Cyber Dialogue		
	(Judges finalise scores, GL computes scores)		
AWARDS CEREMONY			
18.00	Welcome	Manteboheleng Mabetha	
	Key note address	Lehlohonolo Qashu	
	Cultural presentation	Councilors	
	AWARDS		
	Runner up – urban		
	Runner up – rural		
	Winner – urban		

TIME	ITEM	WHO	DOCUMENTATI ON
	Winner – Rural		
19.00	Refreshments		

