

**REPORT**  
**CENTRES OF EXCELLENCE STAGE FOUR AND FIVE WORKSHOP**

**LESOTHO**

**COUNCIL: BOKONG COMMUNITY COUNCIL**

**DISTRICT: MOHALE'S HOEK**



**DATES: 9 – 13 JUNE 2014**  
**VENUE: IEMS-HALL-THABA TSEKA**



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## **Executive summary**

The report seeks to provide information on the workshop held at Bokong council in Thaba Tseka district. The workshop was conducted using the new manual for COE and both the inception and Action planning workshop were done in one workshop.

## **Background**

The Bokong council is found in the district of Thaba Tseka. The council had been made a COE in 2013. The council had gone through stage one and stage two of the training manual. There were 24 councillors out of 26 who attended the workshop. There 11 women councillors and 13 men councillors at this workshop. Only two councillors were not able to attend the workshop and they were a man and a woman. **See Annex B.**

The workshop was conducted for two and half days, from the 11–13 June 2014. The new COE training manual on gender mainstreaming in local government was used as a guide throughout the entire workshop. **See Annex A.** During the last day the councillors did an Action Plan for the council to mainstream gender into the council activities. **See Annex D**

At the end of the workshop the councillors did an evaluation of the workshop as it was agreed that it will be done after stage 5 workshop as the two stages were covered in one workshop. **See Annex C**

## **Objectives**

*The workshop objectives were to:*

- Examine the needs of the community that the councillors have to address as they mainstream gender in the daily operations.
- Emphasize the importance of gender disaggregated data in council records.
- Encourage the councillors to take into account gender when preparing their council budget.
- Create awareness on how the unpaid work of women can contribute to the economy of the country.
- Examine how climate change affects local communities and find ways in which the consequences of climate change can be eliminated.
- Devise strategies to end gender based violence within the communities.

## **Process and activities**

The new COE training manual on gender mainstreaming in local government was used as a guide throughout the entire two days' workshop. The workshop was conducted from the 11<sup>th</sup> - 13<sup>th</sup> June 2014.

## **Gender policy and planning concepts**

This was followed by the exercise on practical and strategic gender needs. Practical and strategic gender needs were clearly defined. Practical gender needs do not challenge the gender division of labour but they are a response to immediate perceived necessity, identified within a specific context whilst strategic gender needs challenge the women subordinate position in society to achieve equality. The participants also learnt about gender blind and

gender aware policies. Gender aware policies recognise that women as well as men have an important role to play in their societies whilst gender blind policies do not differentiate between sexes and exclude women. Moreover, the discussion also focused on gender disaggregated data and budgeting.

### ***Discussions***

Most of the participants mentioned that the session was very informative; as they realised in their daily work they need to promote equality, empower women and challenge women subordinate positions in their societies through mainstreaming gender issues and concerns into development planning. They also mentioned that they need to review their policies and regulations to ensure that they have gender aware policies in place. They also mentioned that their budgeting should advance gender equality, to ensure that existing resources benefit equally both men and women.

## **Gender and the Economy**

The module was first introduced by reading out the provisions under the SADC Protocol. This was followed by doing an exercise on the "lie of the land" in conjunction with the exercise on the "job description of a house wife". The participants were asked to analyse the two and give their opinions about the two exercises. This was followed by an extensive debate where some of the participants were of the view that the work that women do in the "lie of the land" and the "job description of the house wife" cannot be called work according to their understanding of work. After numerous examples and explanations, all concede that what women do is work and that it contributes to the economy.

Then the fact sheet on Gender and economy was read. The insert made clear that most of the work done by women is related to their reproductive role of bearing children where they are usually expected to look after the home, the children as well as caring for the sick. This kind of work is usually not included in calculating the country's Gross Domestic Product because there is no monetary value attached to it. In addition to these reproductive roles women are also expected to take part in the formal sector where a majority of them are found in jobs with a care nature such as domestic work, clerical work, teaching, nursing and others. Men on the other hand tend to take jobs that are of control nature such as management, finance, defence, security, politics and others.

## **Making Care Work Count in Local Government**

The participants were asked to read out the provision of the SADC Protocol and then say how the provision is relevant to their council. After coming up with different opinions, participants were referred to the table leaflet from the 2011 Barometer specifically looking at Lesotho's status. The question of who takes care of people infected by HIV and AIDS was asked. It was agreed that within the council the care workers consisting of the Village Health Nurses and the members of the support groups were dominated by women. They indicated that even the men who are members of those support groups are only limited to taking care of the male patients. Next topic discussed was men and care work. It was first started out by asking the participants about the importance of men being involved in care work if any. After discussing different reasons as to the importance of involving men in care work participants read the stories on

“care work helps to define a new kind of manhood” and then proceeded to answer questions following thereafter.

### ***Discussions***

When discussing this topic the participants stated that they are well aware of the many duties done by women in their council. They pointed out that more women than men are members of the support groups because these groups take care of the sick. Even where there are men their work is only limited to taking care of the male patients especially bathing them. They do not engage in extra activities such as washing their clothes, cooking for patients and other duties associated with care work. They maintained that it is important for women to be compensated for the care work because they are now doing the work that is supposed to be done by professional nurses. The involvement of men in care work is also essential so that they can share responsibilities with women to relieve them of the burdens they are faced with.

## **Local Economic Development**

The relevance of SADC Protocol provisions on reproductive resources and employment were clearly reflected. To enrich understanding of participants on community productive resources and employment the ‘WAKE UP model exercise’ was utilised. Participants were divided into groups to identify the products made or services offered by women in their communities; how those products or services benefit the greater communities; if local government should be assisting women who produce or provide these types of services; and what kind of support they think local councils should give women. The concept local economic development was well defined. Participants also identified the barriers to women economic participation and the strategies that the council could implement to address the identified barriers and advance women’s participation at the local level.

### ***Discussions***

The participants mentioned that women economic participation is minimal because they do not have equal skills or experience to run projects or business, they have little or no funding and they are still unable to access funding from the banking institutions, as financial sectors still discriminate against women when they apply for funding. Therefore there is a need to overcome barriers to women economic development and offer business training to women who are interested in business.

## **Sustainable Development (Climate Change)**

The concepts climate change and sustainable development were evidently defined. Examples of climate change occurrences and causes of climate change were identified. The discussion also focused on the impact of climate change in Southern Africa such as constrained agricultural production, increasing food crises, changing weather and rainfall patterns, prolonged droughts and increasing water stress. The discussions also explained how climate change is a gender issue and ways of addressing climate change.

### ***Discussions***

The discussions clearly demonstrated that participants grasped that climate is a gender issues, and that women are more vulnerable to the effects of climate change as women constituent the majority of the poor and rely on natural resources. For instance the destroying of nearby forests

and dried up rivers force women and girls to walk long distances to fetch water and firewood and could expose them to the risk of being attacked and raped. Therefore the councillors mentioned that there is a need to inform communities about climate change, their impact and how it could be addressed.

## **Gender Based Violence**

The last module which was dealt with was Gender Based Violence (GBV) which was defined as, "any harm perpetrated against a person's will that results from power imbalances between males and females, amongst females, and or amongst males." It was further clarified that GBV can also be defined as any act that results in or is likely to result in physical, sexual or psychological harm or suffering including threats or coercion occurring in public or private sphere, among children, youth, adults and the elderly. Gender-Based Violence may be physical, sexual, psychological, economic or socio-cultural.

Gender-Based Violence encompasses but is not limited to the following: Family based violence and Community based violence. Perpetrators of GBV may include family members, community members, friends or those acting on behalf of cultural, and or religious institutions. The most vulnerable victims of violence are principally women and girls.

Apart from that, the trainees were asked to outline forms of Gender Based Violence in Lesotho and the most prevalent ones in their council. The forms which were listed with exemplifications were:

**Physical abuse** - which is the use of physical force, using weapons or body organs in order to injure or hurt a person. Battering is a clear example of this form of GBV.

**Sexual abuse** - refers to being forced to perform sexual acts that you do not want to do; and or being in the environment that prohibits your freedom due to existing sexual activities taking place. Sexual harassment is an example. Sexual harassment refers to any unwanted activity of a sexual nature that affects an individual's conditions of employment (or learning). This takes place when a victim is specifically pressured to give sexual favors in return for getting work-related opportunities, or avoid negative consequences; it may also occur when organizational members are faced with a hostile environment because of their sex.

**Reproductive health violence** - can be noticed in the case whereby one's reproductive rights are denied; for instance, forced sterilization, forced circumcision, forced pregnancy, infanticide, genital mutilation (more common in females), forced abortion and coercive use of contraceptives.

**Economical abuse** - takes place where a person in a family or community abuses his/her economic power to control other people. This form of abuse includes the following:

- Rigid control of your finances and assets
- Withholding your money or credit cards
- Withholding your basic necessities (food, clothes, shelter, medication, education)
- Preventing you from working if you are an able-bodied person or choosing your own career
- Sabotaging your work (making you miss work, calling constantly)
- Stealing from you or taking your money by force

**Emotional abuse** - is difficult to identify as there are no physical scars on a person, the damage is internal. The victim is emotionally and psychologically impaired. This form of abuse is usually verbal and it stems from use of threats to intimidate, criticize, blame, hurling of insults and being called by ridiculous names. In fact the victim's feelings are dismissed.

Quite often, the victim of this form of GBV is usually silent, not socializing with other people. S/he has low self-esteem, although s/he does not agree that s/he is abused.

Afterwards, it was stated that physical, emotional and sexual abuses are prevalent in Urban Council.

The root causes of Gender Based Violence were discussed and the following were identified:

- Poverty
- Keeping silent of GBV acts (no reporting)
- Inactive legal system
- Inadequate knowledge about GBV
- Abuse of power
- Bad behavior
- Substance abuse
- Promiscuity

Handling of GBV was discussed. It was stated that education to the communities is very important – people need to be taught about GBV in details. This can be done through public gatherings, workshops of Community Based Organizations and peer education. It was also said that people must know their rights and responsibilities as this would mitigate the acts of GBV, for people will report GBV cases. Finally, it was pointed out that an enactment of domestic violence act can be of paramount importance to curb rampant GBV in Lesotho.

Thereafter, an extract of SADC Gender Protocol provisions on Gender Based Violence was given to the participants who were divided into groups. The groups were tasked to show how each provision in the protocol is relevant to their council. Generally, it was found that the relevance of the provisions is very significant in the Urban Council, for the council is faced with a problem of Gender Based Violence which leads to other social and economic problems in the council.

The participants were then sensitized about the commemoration of 16 Days of Activism against Gender Based Violence. They were informed about the purpose of the commemoration and usual activities, though not limited to the ones mentioned, which are carried out during this period. It was proposed that the council should have a plan of the activities it would like to carry out this year during the commemoration of the 16 days, as well as having a specific budget for that. Amongst the 16 days, **five** days were singled out because of their special significance:

- 25<sup>th</sup> November – International day against Gender Based Violence
- 1<sup>st</sup> December – International HIV/AIDS day
- 3<sup>rd</sup> December – International Disability day
- 6<sup>th</sup> December – Day when women rights defenders were massacred
- 10<sup>th</sup> December – International Human Rights day

## **Outcomes**

On the discussions related to the gender planning concepts they appreciated the importance of identifying and needs before they can provide services to their communities, keeping gender disaggregated data as well as the importance of gender budgeting. They realized the importance of involving men in care work as well as taking into account the work of women when calculating the country's GDP. For local economic development they become aware that producing goods and services within their locality can help them to eradicate poverty and reduce unemployment and migration. They became committed to take part in efforts to try and reduce the impact of climate change. Finally they were motivated to engage in activities that are aimed at reducing Gender Based Violence such as the Sixteen Days of Activism which takes place annually from the 25<sup>th</sup> of November to 10<sup>th</sup> December.

## **Conclusion**

It can be concluded that gender is a good concept which need to be mainstreamed in local government activities. This is because councillors have realized that all people are needed to actively participate in development and their needs need to be addressed in all spheres of development. Councillors gained knowledge of the SADC gender protocol and how gender issues affect them as agents of community development.

## **Way forward**

Follow up workshops will be conducted to equip the councillors with more knowledge and skills on how best they can mainstream gender in their activities and to further disseminate information to the communities.



## Annexes

### *Annex A: Programme*

14:00 – 16:00	Practical and strategic needs Gender mainstreaming Gender blind and gender aware policies	2 hours
<b>DAY THREE:</b>		
9:00 – 9:30	Reflections, Eyes and ears	30 min
9.30 – 10.00	Gender disaggregated data	30 min
10.00-10.30	Gender budgeting	30 min
10:30-11:00	<b>TEA</b>	
11.00 – 13.00	The unwaged work of women and Care work	2 hrs
13:00 – 14:00	<b>LUNCH</b>	1 hour
14:00 – 16:30	Gender and local economic development Strategies for local economic development	hours
<b>DAY FOUR</b>		
9:00-9:30	Reflections, Eyes and ears	30 min
9:30 – 11:00	Definitions / background Impact of climate change on gender	1 hr 30 min
11:00 – 11:30	<b>TEA</b>	30 min
11:30 – 13:00	Key GBV provisions in the SADC Protocol on Gender and Development GBV as a key service delivery issue	1 hr 30 min
13:00 – 14:00	<b>LUNCH</b>	1 hour
14:00 – 16:00	Action Plan	2 hrs
16:00-16:30	<b>CLOSURE</b>	30 min

**Annex B: Participants list**

<b>NAME</b>	<b>SEX</b>	<b>DESIGNATION</b>	<b>COUNCIL</b>	<b>PHONE</b>	<b>FAX</b>	<b>EMAIL</b>
1. Mamualle Shemane	F	Councillor	Bokong	59979437		
2. Seutla Lineo	M	A A O	Bokong	63343432		
3. Mafooane Maanela	F	Councilor	Bokong	59934797		
4. Taunyane Khalala	M	Councilor	Bokong	59478037		
5. `Mareatile Motsomi	F	Clerical Assistant	Bokong	57292894		
6. Mamotebang Suthisi	F	Councilor	Bokong	59115850		
7. Ts'oanelo Lechamochamo	M	Councilor	Bokong	63513085		
8. Qoso Pule	M	Councilor	Bokong	63239227		
9. Mapaballo Sankoela	F	Councilor	Bokong	59926382		
10. Makeketso Legela	F	Councilor	Bokong	59546127		
11. Matsee Sekonyela	F	Councilor	Bokong	57204671		
12. Mats'ele Ramokoatsi	F	Councilor	Bokong	63219385		
13. Pitiri Motanyane	M	Councillor	Bokong	59618429		
14. Thusang Sehloho	M	Councillor	Bokong	62025503		
15. Mantina Matjama	F	Councillor	Bokong			
16. Mating Tekane	M	Councillor	Bokong	56253953		
17. Matlotlo Letima	M	Councillor	Bokong	63246401		
18. Maitumeleng Lehana	F	Councillor	Bokong	64062545		
19. Daemane Boutu	M	Councillor	Bokong	63236499		
20. Mamasoabi Makhele	F	Councillor	Bokong	59890934		
21. Neoang Tumahole	F	Councillor	Bokong	57058148		
22. Maboiketlo Lebala	F	Councillor	Bokong	59632559		
23. Lemohang Mohalinyane	M	Councillor	Bokong	57990921		
24. Phallang Rangoaka	M	Councillor	Bokong	57990921		
25. Semakaleng Soai	M	Councillor	Bokong	58186788		
26. Molatoli Lethunya	M	Councillor	Bokong	56271256		
27. Nthatisi Matobako	F	PDGO	Bokong	63489215		
28. Ntolo Lekau	F	Program Officer	Bokong	63780628		
29. Manteboheleng Mabetha	F	Country Manager	Bokong	62932306		

### Gender disaggregation

<b>Participants</b>	<b>Male</b>	<b>Female</b>
29	13	16
100%	45%	55%

**Annex C: Gender action plan**

**MORALO OA TEKANO OA LEKHOTLA – BOKONG COMMUNITY COUNCIL**

**Libaka tse tlamehang ho tlatsoa:**

- *Hobaneng – sepheo ke se fe; ho qaloe kae, araba lipotso?*
- *Se ka etsoang – ho hloka hore ho etsoeng ho fihlela pehelo?*
- *Ke mang –ke lefapha kapa ofisi e feng e nkang boikarabello ts’ebetso?*
- *Neng – ts’ebetso ee e ka nka nako e kae?*
- *Likhakanyo tsa chelete – ke chelete e kae e hloka hore tsebetso ee e fele?*

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARA BELLO	NAKO EA TSEBETSO	LIKHAKAN YO TSA LICHELET E
GENDER POLICY FRAMEWORK								
ho matlafatsa tsebo malebana le maano le boitlamo boo naha e bo entseng haholo leano la litaba tsa tekano le nts’etso-pele le maano a mang a litaba tsa tekano ka hare ho naha.	boemo ha ha joale ke bofe ba tsebo ka maano aa?  lekhotla le tseba ka boemo mabapi le maano ao lesotho le a tekenetseng leha le so nke mehato ele lekhotla	Laws and policies are accompanied by public awareness campaigns to demonstrate link between equal representation participation of men and women to democracy, good governance and citizen participation.	lekhotla le khothaletsa sechaba ho kenyelletsa litaba tsa tekano ka hara lintho tsohle tseo ba li etsang	lekhotla kaha le qeta ho fumana lithupelo ka litaba tsa tekano le tlo ntsetsa mosebetsi oo le neng le se ntse le o etsa oa ho ruta sechaba ka maano a litaba tsa tekano.	sechaba se tlo tseba ka litaba tsa tekano mme se tlaboemong ba ho iketsetsa liqeto tse chatsi	lekhotla  lekala la tekano thuso ea mekhatlo e ikemetseng	july-dec	
ho netefatsa hore ho na le leano la litaba tsa tekano lekhotleng le hore le kengoa ts’ebetso	na hona le leano la litaba tsa tekano ka hara lekhotla le hore na le hlohonolofalitsoe?  lekhotla ha joale le ne le sena leano le joalo	laws and policies put in place to enable women to have equal opportunities with men to participate		lekhotla le tlo etsa leano la lona le tla tsamaisa lekhotla	tokomane ea leano e hlonolofali tsoeng	lekhotla  lekala la tekano lihloho tsa makala ka hara setereke	khoeli tse tharo	

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARA BELLO	NAKO EA TSEBETSO	LIKHAKAN YO TSA LICHELET E
litaba tsa tekano li fua maemo a holimo ka hara lekhlotla le hore ho na le mothusi oa lekhlotla ho ntsetsa litaba tsena pele	lekhlotla le lela hloko litaba tsa tekano le hoja ho sena motho kapa ofisi e sebetsanang le taba tse ka kotloloho			lekhlotla le tla khetha komiti e sebetsang litaba tsa tekano ele ho thusa lekhlotla ho fa litaba tsa tekano maemo a holimo	litaba tsa tekano tse tlang ho fua monyetla oa pele	lekhlotla gender links	july	
puso kemeli								
ho nyolla kemeli ea basali likhethong tsa puso ea libaka ho fihlela pehelo ea 50 ka selemo sa 2015.	kemeli ea bomme e kae lekhlotleng?  basali ba lekhlotla ba 12 banna ba 14	At least fifty percent of decision-making positions in public and private sectors are held by women; affirmative action measures in effect.	lekhlotla le na le litho tse 26 banna ba 14 basali ba 12 molula-setulo-m motlatsi -f	lekhlotla le tla ntsetsa pele mosebetsi o motle oa ho khothaletsa banna le basali ho nka karalo ka ho lekana lintlheng tsohle tsa lekhlotla	palo e lekanang ea basali le banna liqetong tsohle tsa lekhlotla	lekhlotla lekala la tekano mekhatlo e ikemetseng	nako eohle	
ho netefatsa hore basali ba emetsoe ka ho lekana le banna maemong a ketsa qeto ka hara lekhlotla	ke bomme ba ba kae ba teng maemong a keta-pele ka hara lekhlotla? basali ba emetsoe likomiting tsohle tse ka hara lekhlotla ka lipalo tse lekanang le tsa banna	Policies, strategies, and programmes for building capacity of women to participate effectively through leadership and gender sensitivity training and mentoring.	basali ba emetsoe likomiting tsohle tse ka hara lekhlotla ka lipalo tse khotsofatsang	ho ntsetsa lithuto pele tsa ho ruta basali hore ba ikemele ka hara likomiti le hona ho nka karolo	kemeli e ntle e lekanang ka hara lekhlotla	lekhlotla likomiti	nako eohle	
ho ruta sechaba le ho anetsa tsebo ka bohlokoa ba boteng ba basali pusong, le makhotleng a puso ea libaka.	na ho kile ha eba le matsolo a 50/50 kapa a mang feela a tsebisang sechaba ka kemeli ea basali e lekanang le ea	Legislative measures and public awareness campaigns to emphasise that women's representation and participation are an	kemeli ea basali e ka hara lekhlotla e bonts'a sechaba se utlisisa ka bohlokoa ba basali ka	lekhlotla le sebetse ka thata ele ho ntsetsa thuto pele ka bohlokoa ba basali ka hara lipolitiki	lipalo tse phahameng tsa basali ka hara makhotla a puso ea libaka	iec lekala la tekano mekhatlo e ikemetseng	nako eohle	

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARA BELLO	NAKO EA TSEBETSO	LIKHAKAN YO TSA LICHELET E
	banna pusong?	important component of democracy and good governance.	hara makhotla a puso ea libaka			amehang		
political participation								
ho eketsa kemeli ea basali pusong ka ha maikutlo a bona a sa eloe hloko ka mehla.	na hona le kopano tsa basali tse etsang mesebetsi e mengata? basali ba ntse ba nka karolo leha ba bang ba ntse ba sa phutholohele ho ntsa maikutlo a bona ka hara lekhotla	Policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	ha joale ha ho sobe le likopano tsa basali feela empa basali ba ntse ba ba bonts'a bohlokoa ba basali likopanong tseo ba li ts'oarang leha le kenyellelsa banna	ho matlafatsoe mekhatlo ea basali ele ho ba ruta ka bohlokoa ba basali	basali ba tla nka karalo likopanong tsohle tse ba amang	lekhotla mekhatlo e ikemetseng	nako eohle	
	has any networking been done with other women's caucuses? ha ho sobe le likopano tsa basali			ho khotlaetsoe mekhatlo ea basali ho etela basali metseng mona ele ho ba eellisoa ka bohlokoa ba bona		mekhatlo e ikemetseng	nako eohle	
ho matlafatsa banna le basali ho bona hore tekano e teng.	has there been a skills audit? what kinds of skills exist? ha ho sobe li taba e joalo ka haraha lekhotla	Policies, strategies and programmes for building the capacity of women to participate effectively through leadership and gender sensitivity training and mentoring.						
	ke thupelo e feng e kileng ea tsoaroa?			lekhotla le tlo qalella ho etsa lithupelo tse joalo.				

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARA BELLO	NAKO EA TSEBETSO	LIKHAKAN YO TSA LICHELET E
	ha ho so be le thupelo e tsoaroang ha joale							
ho matlafatsa banna litabeng tsa tekano le ts'ehetso ea bona ho basali.	ke thupelo e feng e se kileng ea tsoaroa, banna,me ba neng ba le teng be ne ba le bakae ka palo?	Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	lithupelo tse ileng tsa ts'oaroa ke tsa banna le basali lirapoto tsa lithupelo tse tsoeroeng	ho matlafatsa le ho nts'etsa litaba tsa thupelo pele		lekhlotla lekala la tekano mekhatlo e ikemetsen g	nako eohle	
	na lipuisano li kile tsa tsoaroa le litho tsa lekhlotla tsa bontate? ha ho sobe le lipuisano tse joalo,empa feela banna ba ntse ba kopana bo mafung						lekhlotla mekhatlo e ikemetsen g	bonyane ha beli ka khoeli
public participation								
ho netefatsa hore banna le basali ba nka karolo ka ho lekana pusong ea libaka le litabeng tsa sechaba.	palo ea banna le basali e kae likomiting? banna le basali ba batla ba kenye likomiting ka ho lekana	At least 50 percent of decision-making positions in public and private sectors are held by women; affirmative action measures in effect.	basali le banna ba teng likomiting tsohle tsa sechaba	ho ntsetsa lithupelo pele tsa ho khothaletsa banna le basali hore ba nke karalo coup	banna le basali ba tla tseba ho nka karalo litabeng tsa puso ka ho lekana.	lekhlotla lekala la puso ea libaka iec mekhatlo e ikemetsen g	ka nako tsohle	
	na hona le manane a banna le basali ba kileng ba ea lipitsong?	Women and men participate equally in all governance structures.	mananeo a joalo ha eo empa banna le basali ba nka karolo ka	lekhlotla ha le etse manane a batho ba tliileng lipitsong	lekhlotla le tlo sebetsa ka thata ho bona hore	lekhlotla sechaba marena	ka nako eohle ha ho ts'oariloe lipitso	

SEPHEO/ OUTCOME	MAEMO JOALE	HA	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARA BELLO	NAKO EA TSEBETSO	LIKHAKAN YO TSA LICHELET E
				ho lekana lipitsong tsa sechaba		batho bohle ba tšileng lipitsong ba ingoalisa ele ho tseba na ke banna le basali ba bakae ba tšileng lipitsong tsa sechaba.			
	na hona le lithupelo tse kileng tsa ts'oareloa lihlopha tsa banna? ha ho sobe le lithupelo tse joalo		Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.		lekhotla ha le so be le lithupelo tse joalo empa lekhotla le tla atameloa mekhatlo e ikarabelang ele ho bona lithupelo tse joalo lia ts'oaroa		lekhotla khotla lesotho		
moralo									
to ensure that targeted planning and service delivery takes place in the council women are consulted equally in policy-making processes.	is the council's strategic plan gender aware? na moralo oa ts'ebetso oa lekhotla o ela hloko litaba tsa tekano			mesebetsi eohle eo etsahalang ka hara lekhotla ela hloko litaba tsa tekano,joalo kaha ha ho hiroa banna le basali ba fua monyetla ka ho lekana	ho sebetsa mmoho le mafapaha ohle a fanang ka mosebetsi ka hara lekhotla ele ho bona hore lithoko tsa banna le basali li eloa hloko	moralo o tla boptjoa o kenyellelit seng lithoko tsa banna le basali	lekhotla	aug-sept	
ho netefatsa hore	has the gender		ho kenya letsoho ho	basali ba	lekhotla le ele hloko	ts'ebelisan	lekhotla	khoeli le	



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basali ba kenyeletsoa e le ho aranela lithloko tsa bona moralong	desk been involved in the strategic planning process? have the views of women and men been taken into account in the plan?	lekanang hoa basali le banna ha ho etsoa maano a tlang ho kenoa tsebetso.	kenyelletsoa ka hara lithloko tsa sechaba	lithloko tsa banna le basali ka mokho ts'oanang ele ho thibela likhang pakeng tsa mafapha a mabeli	o mmoho pakeng tsa banna le basali ho etsa liqeto tse molemong oa bona ka ho lekana		khoeli	
ho kenya taba tsa tekano ka har'a manane a teng								
moruo le nts'etso-lepe – moruo le tlhahiso ea mesebetsi								
ho etsa bonnete ba hore bohle ba fumana mesebetsi ka ho lekana mesebetsing e hlahisoang ke lekhotla.	na ho na le lipalo tsa batho ba kileng ba hiroa batho bohle ba hiroa ka holekana ka hara lekhotla	Equal opportunity: ensure that women and men have an equal chance to participate in and implement economic decisions and policies.	manane a khiro bonts'ang le banna le basali ba hiriloeng	ho nts'epele leano la hore banna le basali ba une molemo ka ho lekana le banna	sechaba se fumanang molemo ka ho ts'oana	lekhotla	nako eohle	
ho fana ka ts'ehetso ea taba tsa tekano ho batho ba itsokolang/khoebo tse nyane	how gender aware is council assistance to the informal sector?	Trade and informal sector: adopt policies and enact laws, which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship; take into account the contribution of women in the formal and informal sectors.	lekhotla le ela hloko lithloko tsa bahoebi ba banyenyane	lekhotla le entse moralo o kenyelletsang bahoebi ba banyane ka hara moralo oa bona	khaho ea moralo	lekhotla	feb-sept	m10,000

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ho netefatsa hore banna le basali ba una molemo o tsoanang litaba tsa boimatlafatso	na lekhlotla le na le mekhatlo e ka thusang ka taba tsa lichelete ele ho khahlametsa sechaba kappa hona hoba ntsa bofumeng? lekhlotla ha lena mekhatlo e joalo	Policies and laws that determine access to, control of, and benefit from productive resources by women in order to ensure that women have equal access and rights to credit, capital, mortgages, security and training as men.	limmaraka	lekhlotla le tlo matlafatsa limmaraka		lekhlotla	feb-june	
to ensure that women and men have equal access to new technologies for improving the efficiency of their enterprises.	na lekhlotla le sebelisa litaba tsa marang rang ele ho khothaletsa sechaba ka mekhatlo e joalo? lekhlotla ha le sebelise litaba tsa marang rang hohang	Ensure that women and men have access to modern, appropriate and affordable technology and support services.						
procurement								
to ensure that women benefit equally from the procurement processes which they have historically been excluded from.	ke lithendara tse kae tse filoeng basali selemong se fetileng? ha ho sobe le likopo tse tsoang ho basali	Women benefit equally from economic opportunities, including those created through public procurement policies.	lekhlotla ha le so amohele likopo ho basali ba likhoebo	ho etsoe meralo e kenyelletsa basali ba likonteraka	menyetla e teng bakeng sa basali	lekhlotla	nako eohle	
climate change and sustainable development								
ho netefatsa hore lekhlotla le utluisisa	na ho kile hoa ba le tthatlhobo ea	laws and policies: review all policies	temo ea lifate taolo ea	ho nts'etsa thuto pele ea ho ruta sechaba ka	mesebetsi eo e seng	lekhlotla lekala la	nako eohle	r5,000

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARA BELLO	NAKO EA TSEBETSO	LIKHAKAN YO TSA LICHELET E
ka ho fetoha ha maemo a leholimo, le litlamorao tsa teng le ho thibela boemo bona.	litaba tsa phetoho ea maemo a leholimo le hore na li ama banna le basali joang? lekhotla ha le o be le hlahlobo e joalo	and laws that determine whether women can access, control, and benefit from, productive resources.	makhulo	taba tsa phetoho ea maemo a leholimo le litla morao tsa teng	entsoe ke lekhotla ele ho thibela litaba tsa phetoho ea maemo a leholimo	tsa meru mekhatlo e amehang		
infrastructure								
housing								
ho matlafatsa litokelo tsa basali mobung	what proportion of stands (erf's) are owned by women?	Collect and analyse baseline data against which progress in achieving targets will be monitored.	manane a batho ba fuoeng mobu	lekhotla la tla tsoela pele ho ruta sechaba haholo basali ka tokelo ea bona ea mobu.		lekhotla laa	nako eohle	
metsi,bohloeki le motlakase								
bophelo								
ho etsa bonnete ba hore lits'ebeletso tsa bophelo lia fumaneha bakeng sa bo 'me le bo ntate	ke lisi tse kae tsa bophelo tse fumanehang ka hara tikoloho ea rona? ke lisi tse fokolang mme ha li fumanehe ha bobbe	Legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care.	litsi tse teng lia fokols hape ha li fihlelehe ha bobebe	lekhotla le tlameha ho batla lehaele litsi tse tsamaeang	litsi tse teng	lekhotla lekala la bophelo	july-oct	m50,000
hiv and aids le tlhokomelo ea bakuli malapeng								
thibelo								
ho theha lisupo tsa tekano tabeng tsa hiv/aids le ho etsa tlhokomeliso ka seoa sa lefu lena ka har'a lekhotla.	na lekhotla le na le manane a rotsoeng ka botona le botsehali ba batho ba phelang le hiv/aids?	Collect and analyse baseline data against which progress in achieving targets will be monitored.	lihlopa tsa ts'ebetso tse teng ka hara lekhotla	ho khothaletsa le banna ho nka karalo ka hara lihlopha tsa ts'ebetso	ts'ebeliso mmoho e teng pakeng tsa lihlopha tsa	lekhotla lihlopha tsa ts'ebetso	nako eohle	

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARA BELLO	NAKO EA TSEBETSO	LIKHAKAN YO TSA LICHELET E
	lekhlotla ha le na manane a joalo				ts'ehetso le lekhlotla			
ho etsa mats'olo a hlokomelisang batho ka taba tsa thibelo ea lefu lena	na matsolo a thibelo a bontsa phapano ea matla lipakeng tsa botona le botsehali? ho joalo	Develop gender sensitive strategies to prevent new infections.		lekhlotla le tlo ntsetsa pele ho eellisoa sechaba ka litaba tsa lefu la hiv/aids	lipalo tse theohileng ng tsa lefu lena	lekhlotla lekala la tsa bophelo	nako eohle	
ho ruta basali basa tse beng ka bohlokoa ba ho fumana kalafo ea post exposure prophylaxis (pep) le lits'ebeletso tsa ts'ohanyetso tsa lithibela pelehi ka mor'a hore ba hlekefetsoe ka motabo.	na pilisi ea ea fumaneha litsing tsohle tsa bophelo? pilisi ea fumaneha leha ele hore sechaba ha se tsebe hantle ka eona	Ready access to post exposure prophylaxis at all health facilities to reduce the risk of contracting hiv.		ho ruta sechaba haholo basali ka pilisi ea pep kaha ba ntse ba sa tsebe ka eona haholo		lekhlotla lekala la bophelo	nako eohle	
ho ruta basali le banna ho ea tlhabolong le ho tseba ka maemo a bona e leng ho ka thibelang ts'oaetso ea kokana-hloko ea hiv ho ata.	ke lipesente tse kae tsa banna le basali ba eang litlhabolong tsa hiv? lekhlotla ha lena lipalo tse joalo empa boholo e ntse ele basali ba eang lihlahlobong ka bongata	Collect and analyse baseline data against which progress in achieving targets will be monitored.		ho khothaletsa banna le basali ho ea tlhabollo haholo banna kaha entse ele bona ba leqe ho hlahlobela lefu la hiv		lekhlotla lekala la bophelo	nako eohle kaha sechaba se ntse se hloka thuto	
kalafo								
ho hlahloba taba ea hose fumanehe ha litsebeletso ka ho lekanan, haholo ho bo ntate ho	ke lipalo tse kae tsa basali ha li bapisoa le tsa banna fumanang thibelo?	Collect and analyse baseline data against which progress in achieving targets		ho ruta sechaba hore lits'ebeletso tsa bophelo lia fumanehe ho banna le basali ka ho lekana		lekhlotla lekala la thuto		

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fumana litaba tsa kalafo	banna le basali ba fumana pheko ka ho tsoana	will be monitored.						
tlhokomelo								
ho etsa bonnete ba hore lekhotla sebetsa ka tekano tabebeng tsa tlhokomelo ea bakuli	ke liperesente tse kae tsa basali bao eleng basebeletsi ka hara metse ea rona? basali entse ele bona ka lipalo tse holimo ba etsang mosebetsi oo	Policies and programmes to ensure appropriate recognition of the work carried out by care givers, the majority of whom are women, the allocation of resources and the psychological support for care givers as well as promote the involvement of men in the care and support of people living with hiv and aids.		lekhotla le ntse le khotlaetsa banna le basali ho nka karalo litabeng tsa tlhokomelo ea bakuli ka ho lekana		lekhotla lihlopha tsa ts'ehetso		
	na basebeletsi ba fumana matseliso ka mosebetsi oo ba etsang?			basebeletsi ba fumana 300 ka mora likhoeli tse tharo				
	basebeletsi ba fumanang?			lihlopha tsa tsehetso li hloka lithupelo ele ho matlafatsa boithuto ba bona		lekhotla mekhatlo e ka fanang ka lithupelo		m 10,000
	na basebeletsi ba fumana lithupelo?			lekhotla le tla sebetsa ka thata ho fumanela lihlopha tsa tsehetso lithupelo				
ts'ebetso tsa ntlafatso								
gender specific programmes								
flagship project - thibelo ea tthekefetso								
thibelo								
mats'olo a tlhokomeliso ho sehaba								
ho ruta sehaba ka ho thibela tthekefetso.	lekhotla le nkile karolo joang litabeng tsa matsolo a tthekefetsoe?	Introduce and support gender sensitisation and public awareness programmes aimed at changing		lekhotla le tlo ruta sehaba ka letsolo la thibelo ea tthekefetso		lekhotla mekhatlo e ikemetsen g		

SEPHEO/ OUTCOME	MAEMO JOALE	HA LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARA BELLO	NAKO EA TSEBETSO	LIKHAKAN YO TSA LICHELET E
		behaviour and eradicating gbv in all sectors of society.						
tlhahlobo le ts'alo-morao ea mosebetsi								
ho etsa bo nnete ba hore ts'ebetso eohle e entsoeng ea ho thibela tthekefetso e ea hlahlojoa ho etsaoa le ts'alo morao		Collect and analyse baseline data against which progress in achieving targets will be monitored.		lekhotala ha le so etse tlhathobo ea mosebetsi oa eona empa le tlo e kenyelletsa ka hara moralo oa lona		lekhotala		
ts'ebetso e ntle								
employment practices and environment								
ho eketsa manane a basali ba hiriloeng lekhotaleng.	ke mehato e feng e nkileong ho netefatsa hore tekano e kongoa ts'ebetsong?	At least 50% of decision-making positions in the public and private sectors are held by women including the use of affirmative action measures.		lekhotala hase lona le hirang bohlanga kaha bo hiroa koana ofising e kholo,empa lekhotala lona le tla sebetsa ka thata hore mesebetsi e hlahisoang ke lona palo ea banna le basali ba hiroang e lekane.		lekhotala		
khetso le khiri								
ho etsa bo nnete ba hore khetso ea basebetsi le khiri ha e khetholle.	ke moralo oa mofuta ofeng o sebetsang le litaba tsa khiri? ke moralo o bontsang feela hore banna le basali ba tla fuoa monyetla o lekanang litabeng tsa khiri.	Affirmative action measures with particular reference to women in order to eliminate all barriers that prevent them from participating meaningfully in all spheres of life and create a conducive environment for such participation.	banna le basali ba fuo menyetla e lekanang ha ba hiroa	lekhotala anetse leano le tsamaisang lekhotala hore banna le basali ba fuo menyetla e lekana haba hirioa	lipalo tse lekanang tsa basali le banna ba seng ba hirilo	lekhotala mafapha ohle a muso a fanang ka mesebetsi mekhatlo e ikemetsen g	ka linako tsohle	
	ke lipehelo life tse entsoeng ho							

SEPHEO/ OUTCOME	MAEMO HA JOALE	LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015	SESUPO/IN DICATORS	SE TLAMEHANG HO ETSOA	OUTPUT	BOIKARA BELLO	NAKO EA TSEBETSO	LIKHAKAN YO TSA LICHELET E
	netefatsa kemeli e lekanang ea basali mafapheng ohle?							
lithupelo								
ho netefatsa hore thupelo e etsetsoa bohlanka bohle ba lekhotla le sechaba ka taba tsa tekano	ke thupelo e fe e se kile ea etsoa?	Ensure equal participation of women and men in decision making by outing in place policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	liraporoto tse bontsang lithupelo te etselitsoeng litho tsohle tsa lekhotla	lekhotla le tla tsoela pela ho batla lithupelo ho mekhatlo e ikemetseng		lekhotla lekala la puso ea libaka mekhatlo e ikemetsen g	nako eohle ha tlhokahalo e joalo e le teng	
maemo a ts'ebetso le tikoloho								
	ke lits'ebeletso tse joang tse teng tsa likolo tsa bana?							
ho sebetsoa litaba tsa tthekefetso lekhotleng.	na ho na le leano le thibelang tthekefetso?	Ho kenya tsebetsong likarolo tsa maano le mananeo a hlakising ka ho nena tthekefetso hohle, le fana ka kahlolo ho ba etsang tthekefetso.		lekhotla le sebetsa mmoho le likomiti tsa mahokela ele ho bona hore litluli tsa molao li nkeloa likhato		lekhotla likomiti tsa mahokela.		
	ke maemo a fe a ts'ireletso a teng ts'ebetsong?							
taolo ea mafapha a tsekano								
	na litaba tsa tekano li kenyellelitsoe ka hara moralo o tsamaisang mosebetsi oa			ha ho so be joalo hajoale empa lekhotla le tlo sebetsana le taba eo		lekhotla		

<b>SEPHEO/ OUTCOME</b>	<b>MAEMO HA JOALE</b>	<b>LIPEHELO TSA LEANO LA SADC LA TEKANO - 2015</b>	<b>SESUPO/IN DICATORS</b>	<b>SE TLAMEHANG HO ETSOA</b>	<b>OUTPUT</b>	<b>BOIKARA BELLO</b>	<b>NAKO EA TSEBETSO</b>	<b>LIKHAKAN YO TSA LICHELET E</b>
	baokameli? ha ho joalo.							
likhakanyo tsa lichelete, tlhahlobo le ts'alo-morao								
ts'ebeliso ea manane a botona le bots'ehali bakeng sa tlhahlobo le ts'alo-morao ho netefatsa hore tekano e kenyoa ts'ebetsong.	na hona le manane a botona le botsehale? taba ea tekano na ea sebetsoa?	Ho netefatsa hore ho etsa likhakanyo tse arabaleng litaba tsa tekano maemong ohle.	lipalo palo tse teng ka hara lekhlotla tse bonts'ang botona ka bots'ehali	ho khothaletsa bohlanka le lekhlotla ho etsa ka matla hore le etsa ts'alo maro ka mora mosebetsi o mong le o mong le ho bonts'a lipalo palo ka botona le botsehali		lekhlotla bohlanka ba lekhlotla	nako eohle	



## ***Annex D: Workshop evaluation***

	<b>Score out of ten</b>
1. Program Design	76%
2. Program Content	75%
3. Documentation	77%
4. Facilitation	79%
5. Group Work	66%
6. Outputs	76%
7. Outcomes and Follow up plans	73%
8. Learning Opportunity	84%
9. Networking Opportunities	87%
10. Administrative Arrangements	71%
11. Overall	76%

### **General comments**

#### **Sessions found most useful and why**

- The councillors were happy to have learned about the differences between sex and gender because they used to think they mean the same thing. They realized that sharing roles and responsibilities between men and women can help their communities advance.
- Councillors have learned that conflicts if left unsolved they can hinder development, so they will use the skills acquired to solve conflicts that arise from the communities.
- They also learned that it is important to consider the work done by women as part of the country's economy.
- They found gender mainstreaming as useful because they will now be able to include gender when they make plans for their council projects.

#### **Sessions found least useful and why**

- None

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

- By involving different groups that are found within the council.
- Community gatherings will also serve as a platform for community engagement and participation
- Mainstream Gender in all programs and projects of the council.
- "Before deciding on the projects to be done I will contact the needs assessment and prioritize the need accordingly."

#### **Any other comments**

- The workshop was very informative in giving us clarification on gender concepts and ending discrimination against women where they were considered as children.

- This training has opened my eyes and I will work very hard to make sure in the coming elections both at local and national level women are represented in large numbers so as to reach the target of 50% as stated by the SADC Protocol on Gender and Development.
- The training should be repeated at least every three months to equip the councillors with gender issues.
- There should also be training designed for chiefs because they work closely with the communities because even though they are represented in the council their number is very low.