

REPORT

CENTRES OF EXCELLENCE STAGE FIVE REPORT



Country : Lesotho
COE : Semonkong Urban Council
District : Maseru
Dates : 16th- 18th September 2014
Venue : Semonkong council boardroom
STAGE : FIVE



TABLE OF CONTENTS	PAGES
Executive summary	3
Background information	3
Objectives	3
Process/activities	4-6
Outcomes	7
Conclusions	8
Way forward	8
Annexes	9-12
Annex A <i>Programme</i>	
Annex B <i>Participants list</i>	
Annex C <i>Evaluation</i>	

EXECUTIVE SUMMARY

The report provides information on the workshop held at Semonkong urban Council in Maseru district, from 16th- 18th September 2014. The councillors were taken through stage five of the new COE manual. Stage five is an Action Planning workshop that aimed to enhance understanding of councillors on the following issues: practical and strategic gender needs, gender mainstreaming, gender blind and gender aware policies, gender disaggregated data, gender budgeting, the unwaged work of women, care work, gender and local economic development, strategies for local economic development, impact of climate change on gender, and the key GBV provisions in the SADC Protocol on Gender and Development(**see annex A**). The 10 councillors of Semonkong Urban council, of which 6 are men and 4 are women, all attended the workshop. One male and two female staff members also formed part of the participants (See **Annex B** for a detailed participants list).

BACKGROUND

Semonkong urban Council is situated deep in the mountains of Lesotho in the district of Maseru. It is about 100km from the capital city. It is a peri-urban and has been made the urban council after the 2011 Local Government Elections. It is the area which attracts many tourists because of its beautiful scenery and the famous Maletsunyana falls which is one of the biggest falls in Lesotho. Though Semonkong is the urban council it has a lot of challenges in comparison with other urban councils that are normally found in town as it is in the rural area. Semonkong urban council is one of the councils that were made a COE in 2014. Stage V is a follow up stage IV (Inception workshop) that had ended the same day.

The participants did an evaluation of the workshop at the end of stage five in order to assess the importance and the value of workshop. **Annex C**.

Stage V workshop

As already mentioned a three- day Stage V workshop, was held at Semonkong urban council Maseru from the 16th -18th September 2014.

OBJECTIVES

The objectives of stage V were as follows:

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

- Build gender into policy and practice at the local level.

PROCESSES OR ACTIVITIES

Day one

The stage V workshop was done as one workshop with stage IV and all the house rules and expectations of the workshop were taken as they are. The objectives of the workshop were given and then the modules under stage V were tackled.

Gender policy and planning concepts

The gender planning concepts were discussed such as the practical needs and strategic gender needs. The strategic needs were defined as the needs that women identify in their socially accepted roles in society. They are the needs that do not challenge the gender division of labour or women's subordinate position in society, although arising out of them. Practical gender needs



are a response to immediate perceived necessity, identified within a specific context. They are often concerned with inadequacies in living conditions such as water provision, health care and employment. Strategic needs were defined as the needs that women identify with because of their subordinate position to men in their society. They vary according to specific contexts. They relate to gender division of labour, power and control and may include such issues as legal rights, domestic violence, equal wages and women's control over their bodies. Meeting strategic gender needs helps women to achieve gender equality. It also

changes existing roles and therefore challenges women's subordinate position. 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. The participants commented that practical gender needs such as provision of water is the duty of every councillor to enable women to carry out their daily roles of keeping cleanliness in the homes. 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.

DAY TWO

GENDER AND ECONOMY AND CAREWORK

The topic was started by doing two exercises in the training manual, namely: 'The lie in the land' and a job advert for the housewife. This two exercise assisted participants to realise that although most of the women as compared to men spend most of their time doing multiple roles such as fetching water, gardening, harvesting the crops, caring for the sick & aged and cooking; such work is unwaged work. The nature of work that women do also impacts on the kind of work that they tend to take in the formal economy which are of a care nature. Men on the other hand tend to take jobs that are of a control nature such as management, finance defence and security and politics. All this jobs taken by men are often better paying than those taken by women.

Discussions

The councillors believed that the fact that women are the ones that are mostly involved in unpaid work is unfair; therefore unpaid work of women such as care work should be remunerated. Lesotho should draw care work policies (gender aware policies), and such policies should be effectively implemented. Participants also mentioned that the council should encourage equal involvement of men in care work/ home based care. The participants identified the challenges faced by care-givers; emotionally, physically and in other cases economically.

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 adequate skills or experience to run projects or businesses, 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.

DAY THREE

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 focused on examining the strategies that can be used to reduce vulnerability to climate change and the following were tabled:

STRATEGIES TO REDUCE VULNERABILITY TO CLIMATE CHANGE

- Engage in small scale agriculture projects
- Plant trees at their homes
- Preserve the environment
- Prevent soil erosion

The participants identified that effects of climate change impact differently on women and men, women are affected more because of the division of labour in the families. The participants came up with the following points:

HOW CLIMATE CHANGE AFFECT MEN

- Culturally men are the bread winners in the family, if there is no food in the family, the wife and children look to them for food, in response to the problem of inability to provide for the family they became violent.
- Inability of a man to provide for the family undermines his abilities, energy and lowers his self- esteem and mostly makes him violent.

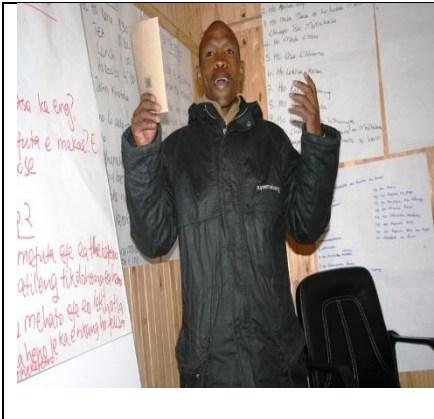
HOW CLIMATE CHANGE AFFECT WOMEN

- When the members of the family are sick because of dirty environment women become care givers.
- It is the responsibility of the women to provide food for the family; if there is no food children and the spouse tend to them for what to eat.
- In the cases where there is shortage of fuel it is the responsibility of the women to gather wood to provide for the family.
- Women also have to travel long distances to go and fetch water to use in the family.
- They are usually the victims of violence when there are problems.

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.

Apart from that, the participants were asked to outline forms of Gender Based Violence that are most prevalent ones in their council. They mentioned physical and sexual violence as the most prevalent forms of GBV that is experienced in their council. Then they came up with the strategies that can help to reduce GBV in the council.



The following strategies were identified as ways which can help to reduce GBV in the council.

1. Reduce poverty by encouraging, helping and training women to start their own small scale businesses.
2. Sensitize people on GBV through public gatherings
3. Elect GBV committees in their villages who will be assisting in creating awareness about GBV.
4. Commemoration of international GBV awareness campaigns e.g 16 days of activism against GBV
5. Encourage and assist the victims of violence to report to the appropriate institutions to get help.

The Gender Action Plan

The councillors prepared the gender action plan for the council assisted by the GL Country Manager.

OUTCOMES

The following are the outcomes of the workshop:

- Semonkong urban councillors understand the various types of institutional mechanisms for promoting gender equality; their advantages and disadvantages; and how they form part of a Gender Management System (GMS).
- The participants understood the importance of gender budgeting and were shown practical steps on how to have a gender sensitive budget.
- Participants can identify care work issues and integrate care work into the councils’ programmes.

- Participants can identify and implement strategies for addressing gender concerns throughout the Local Economic Development processes.
- Local government stakeholders can identify and address the different needs and priorities of women and men around issues of climate change.
- Councillors understand why gender based violence should be addressed at the local level and what the role of local government is in addressing GBV.

CONCLUSIONS

The above mentioned objectives of the training were fully achieved, and through discussions and opinion sharing it was apparent that members of the Semonkong urban council gained knowledge and skills on how to mainstream gender issues and concerns into their development planning. The workshop enabled the councillors became of aware of the impact of gender issues and concerns on their daily work. They also realised that it is imperative to empower women and allow them to participate equally development and decision-making.

WAY FORWARD AND RECOMMENDATIONS

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

Annex A:

PROGRAMME
STAGE FIVE: INCEPTION WORKSHOP
MOHLAKENG COMMUNITY COUNCIL
16th – 18th September 2014

DAY/TIME	ACTIVITY	TIME	WHO
DAY ONE:			
Gender Policy and planning concepts			
15:00 – 16:30	Practical and strategic gender needs Gender mainstreaming Gender Blind and Gender aware policies Gender disaggregated data Gender budgeting	1 hr 30 min	GL & Participants
16:30 – 17:00	<i>Plenary discussions</i>	30 minutes	All participants
DAY TWO:			
Gender and the economy			
8.30 – 9.00	Eyes and ears, recap	30 minutes	Councillor
9.00 – 10:30	The unwaged work of women/ care work	1 hr 30 min	GL & Participants
10.30-11.00	TEA	30 minutes	
Local Economic Development			
11.00 – 13.00	Gender and local economic development	2 hours	GL & Participants

DAY/TIME	ACTIVITY	TIME	WHO
	Strategies for local economic development		
13.00 – 14:00	LUNCH	1 hour	
Sustainable Development (climate change)			
14:00 – 16:30	Definitions/background Impact of Climate change on gender	2 hr 30 min	GL & Participants
16:00	CLOSURE		All participants
DAY THREE			
8:00- 8:30	Eyes and ears, recap	30 min	Councillor
Gender Based Violence			
8:30 -10:45	Key GBV provisions in the SADC Protocol on Gender and development GBV as a key service delivery issue	2 hr 15 min	PDGO & Participants
10:45 -11:00	Break	15 min	
11:00 – 13:00	Gender Action Plan	2 hrs	GL & Participants
13:00- 14:00	LUNCH	30 min	
14:00-15:30	Gender Action Plan	1 hr 30 min	GL & Participants
15:30-16:00	CLOSURE	30 min	GL & Participants

ANNEX B

PARTICIPANTS LIST

NO	NAME AND SURNAME	Sex	ORGANIZATION	DESIGNATION	CELL NO
1	Mamakoanyane Monaheng	F	Semonkong Council	Councilor	57923708
2	Mapolao Kekane	F	Semonkong Council	Councilor	59478141
3	Khoali Kothola	M	Semonkong Council	Councilor	63145713
4	Thebe Rankoloko	M	Semonkong Council	Councilor	58005336
5	Molefi Mohapi	M	Semonkong Council	Councilor	63178168
6	Tumelo Thejane	M	Semonkong Council	Councilor	58416929
7	Mantebele Moholi	F	Semonkong Council	Councillor	63164296
8	Masibi Lepheana	F	Semonkong Council	Councilor	63253547
9	Khutliso Mokhethi	F	Semonkong Council	Councilor	58501716
10	Thamae Mokete	M	Semonkong Council	Councilor	6233336
11	Motsepe Motsepe	M	Semonkong Council	CCS	62201977
12	Mathato Tsoene	F	Semonkong Council	CA	58032774
13	Mampiti Phantsi	F	Semonkong Council	AC	66132050
14	Ntolo Lekau	F	Gender Links	PO	22316755
15	Manteboheleng Mabetha	F	Gender Links	CM	22316755

GENDER DISAGGREGATION

Participants	Male	Female
15	6	9
100%	50%	50%

Annex C

EVALUATION FORM

Date: 15th -16th September 2014

Venue: Semonkong urban council, Maseru

	SCORE OUT OF TEN
1. PROGRAMME DESIGN	75%
2. PROGRAMME CONTENT	87%
3. DOCUMENTATION	82%
4. FACILITATION	80%
5. GROUP WORK	85%
6. OUTPUTS	70%
7. OUTCOMES AND FOLLOW UP PLANS	75%
8. LEARNING OPPORTUNITY	80%
9. NETWORKING OPPORTUNITY	63%
10. ADMINISTRATIVE ARRANGEMENTS	68%
11. OVERALL	76%

GENERAL COMMENTS

Sessions found most useful and why

- Gender and governance because we learnt that it is crucial for both women and men to equally participate in decision-making at all levels, and participate in development of their communities and country.

Sessions found least useful and why

- None

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

- By conducting public gatherings in order to inform communities about gender issues and how to mainstream gender into development planning.

Any other comments

- The workshop was very informative and assisted them how to mainstreaming gender in development planning.
- The councillors indicated that they will share the information with the communities
- They also indicated that there is a need for stakeholders to influence Ministry of Education to incorporate gender issues in their curriculum so that gender issues could be taught from primary school level.