

## CENTRES OF EXCELLENCE STAGE FOUR REPORT



**Country:** Lesotho

**COE:** Bokong Council

**District:** Thaba Tseka

**Dates:** 9<sup>th</sup> – 10<sup>th</sup> June 2014

**Venue:** IEMS-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. Under stage four the councillors were trained on the key gender concepts, Gender, governance and transformative leadership and conflict resolution.

## **Background**

Bokong council is situated in the district of Thaba Tseka. It is one of the councils that have been made COE in 2013. The council had gone through stage one and stage two of the training manual. There are 26 councilors in this council of which 12 are women and 14 are men. Only two councilors were unable to attend the workshop. **See Annex B**

The stage 4 training was done in 1 and half days from the 9<sup>th</sup> - 10<sup>th</sup> June 2014. The training was conducted using the COE training manual on gender mainstreaming in local government as a guide. During the first two days the councillors covered all the modules under stage four. **See Annex A.**

The councillors did not do an evaluation of the workshop at the end of day two, it was agreed that it will be done after stage 5 workshop as the two stages were covered in one workshop.

## **Objectives**

The workshop objectives were to:

- Provide foundation concepts on sex, gender and gender stereotypes.
- Relate these concepts to the work of councils through training on gender and governance
- Inspire leadership for the processes of change ahead through a discussion on transformative leadership.
- Relate all these concepts to conflict resolution at the local level, especially the conflict that arises because of change.

## **Process/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 9<sup>th</sup> - 10<sup>th</sup> June 2014.

## **Key gender concepts**

The participants were given an exercise on sex and gender roles. Many Councilors seemed to be dividing the roles according to sex by labeling those roles that are related to the household chores as being for women while those that we related to income earning were given to men. The presentations were followed up by intensive discussion of the differences between sex and Gender. These differences were described as the physical attributes of men and women which is their sex. The Councillors were made to realize that they only thing that makes the males and the females different is their sex organs not the roles that they do. These roles have been given to men and women by the society and can change depending on the time and place.

From this discussion, one discovered that even though women still do most of the domestic work and additional professional work, whilst men are doing less work, the councilors are well

aware that the roles have to be shared within the home and the community at large even though that is not so common in the homes.

There was group work on stereotypes and the participants were able to learn that the things we say to each other and the idioms we use create attitudes towards males and females. As the councillors presented they realized that the way men and women treat each other is because we have certain beliefs about men and women these attitudes could lead to different treatment based on people's gender.

### **Gender and Governance**

Participants were introduced to the concept of gender and governance; the module was first started by asking one participant to read out the provisions of the Protocol in that regard, after which they were asked the relevance of the provision to their council.

This was followed by posing a question whether it is important to have women in politics not only in the election process but actively taking part in the decision making arena; the question was rephrased specifically to their council. Then the councilors were introduced to Thenjiwe Mtintso framework, who advocates for equal access and participation of women in development thus positive transformation will be guaranteed. This has been realized by the Lesotho government where during local government elections, different quota systems were used to empower women, however the question still lies as to whether they actively participate in decision making to influence positive transformation.

#### Discussions

The discussion were directed to the point that it would be very difficult to attain the 50/50 proportion of men and women in politics because it has been a common norm that only men are fit for politics and women are only good as followers. This has further been promoted by other women's attitudes; women are reluctant to offer support to another woman they would rather plot against her in favoritism of a male counterpart, so the only way we can safely attain the 50/50 campaign is by introducing quotas at national and local elections. The councilors emphasized the importance of having quotas at the National Level as the quota system has been effective with the local government elections.

### **Conflict Resolution**

The councilors were asked to define their main duties. They were then asked in their groups to identify the conflict that might arise in their line of work and how those conflicts can be resolved. The councilors work with range management, land allocation, construction of roads, market control, natural resources control, and supply of water and sanitation facilities. Then the participants were equipped with skills on conflict management and engagement of women in conflict resolution. They were taken through different definitions in relation to conflict, conflict resolution and processes of conflict resolution. Participants were separated into group discussions to identify different conflicts at local and community level, the different tools and methods that can be used to resolve conflicts and to what extent are gender addressed in conflict resolution. They were informed that conflict resolution is about rights, responsibility,

relationship, reconciliation and restoration, whilst key components of conflict resolution include information, interaction, interest, impartiality and finally innovation.

### Discussions

Participants discussed that this session equipped them with skills on how to deal with different kind of conflicts that arise during their work. They indicated that one of the root causes of conflict within their council is politics. Their council consist of people from different political parties and sometimes they do not see eye to eye because of their conflicting interests. They said most conflicts within their area were related to land and range management. They pointed out that one of the major sources of the conflict within their electoral divisions is lack of clear job descriptions for chiefs and councilors whereby from time to time they seem to overstep their boundaries and cause conflict. They pointed out that the training has helped them to acquire many skills on how best they can solve these conflicts.

### Outcomes

The following are the outcomes of the workshop:

- The Councillors fully comprehended the difference between sex and gender, and have reconnoitred the source of gender stereotypes and their implications for the society and the work of the council.
- The participants understood how gender and governance at local level are linked.
- Participants were able to identify and share kinds of conflicts they encounter on their daily work at local level. They also identified causes of conflict and fully understood the role that both women and men play in conflict resolution.

### Conclusion

The above-mentioned objectives of the training were fully achieved, and through discussions and opinions sharing it was apparent that members of the Bokong Council gained knowledge and skills on how to mainstream gender issues and concerns into their development planning. The workshop enabled the councillors to become 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

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 FOUR AND FIVE: INCEPTION AND ACTION PLANNING

DAY/TIME	ACTIVITY	TIME
<b>DAY ONE:</b>		
9:00 – 9:30	Registration	30 min
9:30 – 9:45	15 min	
9:45 – 10:00	Introductions and objectives Expectations from participants To develop guidelines of participation Eyes and Ears	15 min
<b>Key gender concepts</b>		
10:00 – 11:00	Sex and gender	1 hr 30 min
11:00 – 11.30	<b>TEA</b>	
11.30-13.00	Group work on stereotypes and Report back	2 hours
13:00-14:00	<b>LUNCH</b>	
<b>Gender, governance and transformative leadership</b>		
14:00- 16:00	Access, participation, transformative leadership Group work (role plays)	2 hours
	Report back	
<b>DAY TWO:</b>		
<b>Conflict resolution</b>		
9.00 – 9.30	Eyes and ears, recap	
9.30 – 11:00	What is conflict? Conflict at the local level	1 hr 30 min
11.00-11.30	<b>TEA</b>	
11.30 – 13.00	Resolving conflict	1hour 30 min
13.00-14.00	<b>LUNCH</b>	1hour

## Annex B

NAME	SEX	DESIGNATION	COUNCIL	PHONE	FAX	EMAIL
Mamualle Shemane	F	Councillor	Bokong	59979437		
Seutla Lineo	M	A A O	Bokong	63343432		
Mafooane Maanela	F	Councilor	Bokong	59934797		
Taunyane Khalala	M	Councilor	Bokong	59478037		
'Mareatile Motsomi	F	Clerical Assistant	Bokong	57292894		
Mamotebang Suthisi	F	Councilor	Bokong	59115850		
Ts'oanelo Lechamochamo	M	Councilor	Bokong	63513085		
Qoso Pule	M	Councilor	Bokong	63239227		
Mapaballo Sankoela	F	Councilor	Bokong	59926382		
Makeketso Legela	F	Councilor	Bokong	59546127		
Matsee Sekonyela	F	Councilor	Bokong	57204671		
Mats'ele Ramokoatsi	F	Councilor	Bokong	63219385		
Pitiri Motanyane	M	Councillor	Bokong	59618429		
Thusang Sehloho	M	Councillor	Bokong	62025503		
Mantina Matjama	F	Councillor	Bokong			
Mating Tekane	M	Councillor	Bokong	56253953		
Matlotlo Letima	M	Councillor	Bokong	63246401		
Maitumeleng Lehana	F	Councillor	Bokong	64062545		
Daemane Boutu	M	Councillor	Bokong	63236499		
Mamasoabi Makhele	F	Councillor	Bokong	59890934		
Neoang Tumahole	F	Councillor	Bokong	57058148		
Maboiketlo Lebala	F	Councillor	Bokong	59632559		
Lemohang Mohalinyane	M	Councillor	Bokong	57990921		
Phallang Rangoaka	M	Councillor	Bokong	57990921		

Semakaleng Soai	M	Councillor	Bokong	58186788		
Molatoli Lethunya	M	Councillor	Bokong	56271256		
Nthatisi Matobako	F	PDGO	Bokong	63489215		
Ntolo Lekau	F	Program Officer	Bokong	63780628		
Manteboheleng Mabetha	F	Country Manager	Bokong	62932306		

### **GENDER DISAGGREGATION**

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