

REPORT

CENTRES OF EXCELLENCE STAGE FOUR REPORT



Country : Lesotho
COE : Mazenod Community Council
District : Maseru
Dates : 29th -30th July 2013
Venue : Mazenod Community Council Offices





Ministry of Gender, Youth
Sports and Recreation



Gender Links

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Executive summary

The report is going to provide information on the two and half day workshop held at Mazenod Community council in the Maseru district from 29th -30th July 2013. The report entails module done through the stage 5 using COE training manual as a tool guide for those days.

Background

Mazenod is a community council located in the Maseru District Lesotho. The population is 50,553. It is located to the southeast of the capital Maseru. Points of interest include Moshoeshoe I International Airport, Lesotho's only international airport. Mazenod council had successfully gone through stages one, two and four. The two and half day workshop was attended by 20 participants while 11 were women and 9 men. **Annex A**

The one and half day's workshop conducted for councillors from the 29th -30th July 2013. The COE training manual on gender mainstreaming in local government was



used as a guide tool throughout those days of which the councillors were taken through the COE process by explaining the whole process as well as the modules under stage 4 that they were about to start with. **See Annex A.**

As a form of assessment for the stage the councillors were asked to evaluate the stage and a detailed assessment of the process was given. **Annex C.**

Objectives

The workshop was conducted as follow up to the stage 1 and 2 workshops held earlier with the council management and carryover of the process and the objectives therefore 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 and their daily work.

Process/activities

The stage 4 was done in one and half days where participants were briefly taken through stages 1 and 2 once again as to highlight the new rest of the councillors which are not part of the management and came for stages 1&2. This was to showcase what the workshop was going to be on and to analyse whether their daily work is gender sensitive and finally to sustain their buy in.

Key Gender Concepts

The councillors were introduced to the key gender concepts of which they required to present their thoughts, then after they were given an exercise on sex and gender roles. The exercise was then followed by very comprehensive discussions on gender stereotypes. From this discussion, participants were able to confirm that women still do most of the domestic work or chores in the families as they feel it is their responsibilities as women and feel that they cannot expect men to help or do certain work as it is women's work. Group discussions were formed to discuss different ways in which different cultures and communities regard women and men and how these are reflected in our different customs and traditions.

Gender and Governance

The participants came into conclusion that leadership is not only men's territory but every person can be a leader regardless of gender, also identified the challenges which face



women leaders including culture, socialization, media and religion. The participants came up with strategies that can be used to deal with those challenges. They are aware that affirmative action on its own is faced with misunderstanding hence why parties and the country put quotas to help women to be elected for leadership positions but the representation of women in leadership positions is still not significant, they made an example of the Lesotho present parliament and cabinet as an

example. The participants found it necessary to remove barriers for effective participation of women.

Conflict Resolution

In this module the issues of conflict resolution were discussed, thus meaning of conflict resolution and the processes of conflict resolution: negotiation, mediation, diplomacy, creative peace building and dialogue. They also identified things which trigger conflict in their communities and their responsibility in that situation.

Practical and strategic gender needs were identified and discussed; the participants were made aware of the differences of strategic needs and practical needs. The importance of

mainstreaming gender discussed and agreed on, as it was revealed that gender mainstreaming can enhance gender equality in the community.

Discussions

Participants discussed that the session equipped them with skills on how to deal with different kinds of conflicts in their work as they believe that conflicts are very serious in their daily work and are the ones that make their work very impossible. They mentioned that the most serious conflicts within their area were land and range management. They have learned many skills on how best they can solve these conflicts as they do their work. Participants closed this module in agreement that communication between affected parties is very important.

Outcomes

Participants of the workshop have acquired knowledge on the gender and how to fit it in their daily work and were willing to implement what they learned.

Conclusions

The Council chairperson made a closing remarks and thanked the Gender Links for this important workshop and mentioned that they really appreciated the training. She promised that they will do their best to gender sensitise in the work of the council.

Way forward and recommendations

The councillors will continue to further publicize messages to the communities during their village public gatherings. The stage five workshops on action planning will presume after lunch.

Annex A:**PROGRAMME****STAGE FOUR: Inception****Mazenod Community Council****29th -30th July 2013**

DAY/TIME	ACTIVITY	TIME	WHO
DAY 1:			
8:00 – 8:30	Registration	30 min	Participants
8:30 – 8:45	Opening	15 min	Chairperson of the Council
8:45 – 9:00	Introductions and objectives Expectations from participants To develop guidelines of participation Eyes and Ears	15 min	GL Officer
Key gender concepts			
9:00 – 10:30	Sex and gender	1 hr 30 min	GL Officer
10:30 – 11.00	<i>TEA</i>	30 min	All
11.00-13.00	Group work on stereotypes	2 hours	GL Officer
	Report back		Participants
Gender, governance and transformative leadership			
14.00- 15.30	Access, participation, transformative leadership Group work (role plays)	1 hr 30 min	Participants
	Report back		Participants
15.30 -16.00	<i>TEA</i>		
12:15 – 13:00	Plenary discussions	1 hr	Participants
13:00 – 14:00	<i>LUNCH</i>	1 hr	All
DAY TWO:			
Conflict resolution			
8.30 – 9.00	Eyes and ears, recap		Councillor
9.00 – 10:30	What is conflict? Conflict at the local level	1 hr 30 min	GL Officer
10.30-11.00	<i>TEA</i>		
11.00 – 12.30	Resolving conflict	1 hr 30 min	GL Officer
12.30-13.00	<i>LUNCH</i>	1 hr	All

**ANNEX B
PARTICIPANTS' LIST**

NAME	SEX F/M	ORGANISATION	DESIGNATION	PHONE
Motlatsi Matipi	M	Mazenod Council	Councillor	63086318
Mosiua Makoanyane	M	Mazenod Council	Councillor	59461856
Khotso Kotsekile	M	Mazenod Council	Councillor	58826141
Mathabang Mosoeunyane	F	Mazenod Council	Councillor	59005393
Teboho Kabi	M	Mazenod Council	Council Secretary	63554124
Ralechesa Jaase	M	Mazenod Council	Councillor	58998181
Mamatsepe Ramakhula	F	Mazenod Council	Councillor	63524109
Makefuo Mokole	F	Mazenod Council	Councillor/chairperson	59107585
Masheane	M	Mazenod Council	Chief	58969915
Thaabe Letsie	M	Mazenod Council	Councillor	58882044
Tsepo Letsie	M	Mazenod Council	AAO	63068057
Makamoho Naleli	F	Mazenod Council	C/ASS	58022404
Makhotso Nyelele	F	Mazenod Council	Councillor	59118819
Kobeli	M	Mazenod Council	A/C clerk	63966416
Alice Ranthimo	F	Gender Links	Intern	22316755
Malepota Mafeka	F	Gender Links	Country Manager	22316755
Ntolo Lekau	F	Gender Links	Program Officer	22316755
Kekeletso Mokhesi	F	Mazenod Council	Councillor	59759860
Mateboho Nalane	F	Mazenod Council	Councillor	63491844
Thato Mosala	F	Mazenod Council	Messenger	63963448

GENDER DISAGGREGATION		
Participants	Male	Female
20	9	11
100%	45	55

Annex C

EVALUATION FORM
Date: 29th -30th July 2013
Venue: Mazenod Community Council Offices

	SCORE OUT OF TEN
1. PROGRAMME DESIGN	52%
2. PROGRAMME CONTENT	57%
3. DOCUMENTATION	64%
4. FACILITATION	85%
5. GROUP WORK	61%
6. OUTPUTS	79%
7. OUTCOMES AND FOLLOW UP PLANS	72%
8. LEARNING OPPORTUNITY	82%
9. NETWORKING OPPORTUNITY	67%
10. ADMINISTRATIVE ARRANGEMENTS	68%
11. OVERALL	69%

GENERAL COMMENTS

Sessions found most useful and why

- ❖ Conflicts resolution as councillors realized how serious conflicts can be too much dangerous and affect their daily work.
- ❖ We have learned to support women to take part in politics and issues of development.

Sessions found least useful and why

- ❖ The whole session was every important

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

- ❖ Community gatherings will also serve as a platform for community engagement and participation

Any other comments

- ❖ The workshop was very important as it was able to give clarification on gender concepts and ending discrimination against women where they were considered as children.