

REPORT

CENTRES OF EXCELLENCE STAGE FIVE REPORT



Country : Lesotho
COE : Mazenod Community Council
District : Maseru
Dates : 30th July-01st August 2013
Venue : Mazenod Community Council Offices



TABLE OF CONTENTS	PAGES
-------------------	-------

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

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 30th July to 01st August 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 B**

The two and half day's workshop conducted for councillors from the 30th July -01st August 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 all the modules under stage5 and councillors were able to develop their own gender and action plan after the completion of the stage. **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 stage 5 is a continuation of stage 4 that was conducted one and half day earlier and the objectivities were as follows;

- ❖ Progress from foundation on gender concepts to gender planning concepts.
- ❖ Identify key gender issues in all the work of local government
- ❖ Build knowledge and skills in key sector areas such as Local Economic Development, climate Change, HIV and AIDS care work 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

Process/activities

The new COE Sesotho training manual on gender mainstreaming in local government centres of excellence training manual was used as a tool guide throughout the those days of the training workshop. The councilors were introduced to the different modules and how they interrelate with other modules in other stages they had dealt with before.

Key Gender Planning Concepts

As the first module in Stage 5, Gender Planning Concepts. Participants were separated into groups to differentiate practical and strategic gender needs. And practical needs were defined as needs that women identify in their socially accepted roles in society. Practical needs do not challenge the gender division of labour or women's subordinate position in society while strategic needs as needs that women identify because of their subordinate position to men in their society. After reporting back on group work, a detailed analysis and explanation of the

table discussing the difference between the two needs was made. In line with the whole process of COEs, the concept of gender mainstreaming was explained in detail with an illustration of a big river (mainstream) that is filled/ made up with other smaller streams.

In addition, the participants also learnt to distinguish gender blind policies and gender aware policies after which they were able to give examples of such policies. Under gender disaggregated data, participants did an exercise on "pulling out the gender statistics". At the end of the exercise the participants were able to identify data that is not gender disaggregated against the one that is gender disaggregated. They were also shown how important the gender disaggregated data can be used in their daily business as they can be able to deliver adequate services based on this kind of data. As in line with the SADC protocol Gender Budgeting was also pointed out important within the community council so that resources are distributed accordingly.

As furtherance of the workshop the councillors were presented to the concept of gender mainstreaming which was explained as a process of assessing the implications for women and men of any planned action (including legislation, policies and programmes) in all areas and at all levels. It was also enlightened that as to decrease all forms of inequalities, a strategy for making women's as well as men's concerns and experiences as an integral dimension of the design, implementation and evaluation of policies and programmes in all political, economic and social spheres. They also learned about gender management systems and gender budgeting. In this area they learned that gender management system is a network of structures, mechanisms and processes put framework to guide, plan, monitor and evaluate the processes of mainstreaming gender into all areas of the organisation's formed as to help participants to learn and share with others new knowledge of these gender planning concepts.

Gender and the economy

The module was first introduced by reading out the provision under the Protocol. This was followed by doing and exercise on "the lie of the land", this was done in conjunction with the exercise on the "job description of a house wife." The councillors were then asked to analyse the two and give their opinions. This was followed by an extensive debate some of the participants especially men were of the opinion that what the women were doing in "the lie of the land" exercise and job description of a house wife cannot be called work according to what they understand as work whilst some content that was work. At the end after numerous examples and explanation, all conceded that what the women do is work and that can also be said it is contribution to the economy. The module was completed by reading the fact sheet on Gender and the economy



Making care work count in local government

The purpose of this module was to explain what the care work is and who are the care workers, making the links with the unwaged work of women, what is our country doing for care workers and what is the council doing especially in convincing men to be part

of care workers as to assist women .The discussion was showing that care work should start at the families where family members are looking after their sick people are not being paid for that work, but if the person was at the hospital the nurse was supposed to be paid for looking after them. Participants were able to show that most people living with HIV/AIDS are the ones that are being taken care in homes where they are getting all the help from care workers. These people are built of so many women and few men and the work that they are doing is never recorded or paid. However the participants raised a concern that most of these work is done by women and it is very hard for them and concluded that men are very reluctant because it is voluntarily job. It was also discussed that the council should have a clear plan of action on how it should support care workers in order to see that they are being capacitated with relevant trainings and provided with the necessary equipment.

Gender and local economic development

The module began by one participant reading out the Protocol provisions, there after the participants were asked to do the exercise on "*the wake up model*". These were followed by intensive discussions on the importance of Local economic development and how best this can be done within the council. However, they pointed out their serious problem is the budget allocation from the Ministry of Local government. The next topic was barriers to women's economic development. Participants were asked about the importance of participation of women in the economy. The participants were able to link this topic to the module on Gender and the economy. After this the participants were asked to read a case study from Namibia and answer the following questions. They were afterwards asked to relate the case study to their council. They mentioned that amongst others women are the primary caregivers in their families as thus they have no enough time to engage in in the local economy due to their multiple roles. They also pointed that for a rural woman it is very difficult to source out expertise to start small business even if such a woman has a desire and lack of support from family and the community at large is another barrier. After this the participants were asked to fill out the table on SADC Gender Protocol Targets to be achieved by 2015 and what the council can do.

Discussions

The participants were able to show importance of Local economic development and how they can relate it to their council. However they indicated many challenges in this regard which are barriers that hinder women to participate in local economic development. They mentioned that amongst others women are the primary caregivers in their families and therefore they have less time to be involved in the local economy due to other household commitments. They concluded in a note that it is high time that women and men are given equal opportunities to participate in the economic decisions and policies. The office of SIYB was invited and the trainer advises both women and men to form a group of 10 people upwards to meet requirements to attend the training. The officer also assists in drafting their constitution. Groups are also advised to register their associations or companies with Ministry of Trade or Law Office. Associations/groups are encouraged to have bank accounts with any bank. Follow ups are usually done after trainings to ensure that trainees complete their business plans. In conclusion the SIYB trainer indicated she's interested to work and be invited by councillors as her office is always open for enquiries and assistance

Gender, Climate Change and Sustainable Development

The participants were asked to mention examples of climate change occurrence and the causes. After group presentations the participants were asked about their understanding of the term sustainable development and the link between climate changes. And the participants were able to read and discuss the fact sheet on climate change and sustainable development. The participants also tabled issues that show Africa's vulnerability and Climate change in Southern Africa. The next topic to be discussed under the module was the gender dimensions of climate change. After such in-depth discussion participants were able to showcase how climate change affect both women and men. Participants were convinced at the end that women are the most hit by the effects of climate change, they acknowledged that this was amongst others because of women's social roles and responsibilities .Participants were also able to show how are they going to do as a council in order to address issues of climate change; such as preserving of bog areas because rain is not predictable anymore and when it rains it floods meaning there is no water retention in the soil so in preserving bog areas this will guarantee water availability in times of draught, not cutting down trees without making an effort to plant others for the one cut as trees are going to help combat greenhouse gases ,grazing management and etc.

Day three

Gender based violence

The participants were asked to read out the Protocol provisions. After which they were asked the understanding of the term gender based violence. After hearing different answers and opinions from the participants the facilitator explained in detail issues surrounding GBV; from the definition, forms, causes and prevention. The participants were asked about their knowledge with regard to the 16 days of Activism against GBV. After giving multiple explanation participants were asked to do the exercise on GBV as a key service delivery issues. Human Trafficking was also pointed out as one form of GBV that is taking its toll especially around villages. On this module they deliberated more by giving examples of GBV cases they have undergone or seen and how such cases were handled. It all became clear as they gave examples that some cases are not mishandled. The Councillors pleaded that the CGPU be present in the next workshop to present on how they handle GBV cases as the public complain that the services are not satisfactory. The council even concluded on that they will take part in the next 16 days of activism.

Local Gender Action Plan

The gender action plan was developed by the councillors. And the agreement was that



the council will share the plan with community members as to include them and give them chance to also own the plan.

Outcomes

At the end of the workshop participants were able to have gender action plan that it was developed. Gained information gender planning concepts.

Conclusions

The council has been working very hard to mainstream gender in their daily activities even though they were not aware, but after this training councillors will be able to take record of whatever service rendered that include gender mainstreaming.

WAY FORWARD

The councillors will go to the public and share their action plan as to give community members to own the plan and also evaluate if it caters for all of their needs.

Annex A:

PROGRAMME

STAGE FIVE: ACTION PLANNING WORKSHOP

MAZENOD COMMUNITY COUNCIL

30th July -01st August 2013

DAY/TIME	ACTIVITY	TIME	WHO
DAY ONE:			
Gender policy and planning concepts			
14:00– 15:45	Practical and strategic needs Gender mainstreaming Gender blind and gender aware policies	1 hr 45 min	GL Officer
15:45- 16:30	Gender disaggregated data Gender budgeting	45 min	GL Officer
DAY TWO			
8:00 – 8:30	Reflections: Eyes and Ears	30 min	Participants
Gender and the economy			
8:30 – 9:30	The unwaged work for women	1 hr	GL Officer
9:30-10:30	Care work Men and care work		
10:30-11:00	<i>TEA</i>	30 min	All
Local economic development			
11:00- 13:00	Gender and local economic development Strategies for local economic development	2 hrs	GL Officer & Participants
13:00-14:00	<i>LUNCH</i>	1 hr	All
Sustainable development and climate change			
14:00-15:00	Definitions and background Impact of climate change on gender	1 hr	GL Officer & Participants

DAY/TIME	ACTIVITY	TIME	WHO
15:00- 15:30	Group works	30 min	participants
15:30-16:00	Report back	30 min	participants
DAY THREE			
Gender based violence			
8:00-8:30	Reflections: eyes and ears	30 min	Participants
9:00- 10:30	Definitions, causes, types and consequences	1 hr 30 min	GL officer & Participants
10:30-11:00	<i>TEA</i>	30 min	All
11:00-13:00	Local gender action plan		
13:00-14:00	<i>LUNCH</i>	1 hr	All
14:00-15:30	Local gender action plan cont.	1 hr 30 min	participants
15.30- 16:00	Way forward and closure	30 min	GL Officer and chairperson of council

**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
		Mazenod Council		

Makamoho Naleli	F		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: 30th July-01st August 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

- ❖ Local economic development
- ❖ Developing a local gender action plan.

Sessions found least useful and why

- ❖ All the sessions were most useful as the whole workshop was very important.

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

- ❖ Implement council gender action plan that was developed

Any other comments

- ❖ The councillors will share the information with the communities
- ❖ More workshops like this one needed