

REPORT

CENTRES OF EXCELLENCE STAGE FOUR REPORT



Country : Lesotho
COE : Mohale's Hoek Urban Council
District : Mohale's Hoek
Dates : 27th -28th August 2013
Venue : Mohale's Hoek Council Offices





Ministry of Gender, Youth
Sports and Recreation



Gender Links

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Executive summary

The report is going to give overall information on the workshop held at Mohale's Hoek Urban council in the Mohale's Hoek district. As the follow up of stages 1&2 the councillors were taken through stage four of the new COE training manual concurrently refreshing all those councillors who were not part of stages 1&2.

Background

Mohale's Hoek urban council is situated in the Mohale's Hoek district Lesotho ;the place well known for horse racing where people from nine districts come for horse racing .The population served by the council is estimated to 5,765.The council joined COE process in 2013 and their biggest hunger is to fight Gender based Violence in the area. The council has initially undergone stages one and two and the workshop was attended by 20 participants; 12 women and 8 men. **Annex B**

The workshop was conducted for one and half days, from the 27th -28th August 2013. The COE training manual on gender mainstreaming in local government was



used as a guide tool throughout the entire workshop. During the first day the councillors were briefly taken through stages 1&2, objectives of stages four and the modules entails as to give new councillors chance to fit in.**See Annex A.**

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

Objectives

The workshop was conducted as follow up to stage 1 and 2 workshops held earlier with the management of the council 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 program covered one and half days where participants were once again highlighted of the work done previously in the first two stages, basically to analyse the knowledge of the councillors on the SADC protocol on gender and development and finally to affirm their buy in. 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 what was the workshop going to be on and to analyse whether their daily work is gender sensitive and finally to sustain their buy in.

Key Gender Concepts

Councillors were introduced to the key gender concepts to basically provide them with foundation on sex, gender and gender stereotypes. Knowledge sharing was enhanced through group works by the participants to share their different thoughts and opinions.

Gender and Governance

Participants were also introduced to the concept on gender and governance and participants were able to see importance of equal access and participation of women in development thus positive transformation guaranteed. This has been realised by the Lesotho government where during local government elections, different quota systems were used to empower women and also to increase their number in the local government, however the question still lies as to whether they actively participate in decision making to influence all the decisions taken by the council.



Discussions

Participants argued that in their villages when they grew up they were natured in such a way that there is a clear line of duties between men and women. From the childhood level boys would always be taught to look after the animals and be grown to belief that they are the ones who should put bread on the table for the families to survive, that means now when they grow up, they should go to the mines to work for the families. Girls on the other hand were taught how to look after families and kids, they should look up to their husbands when they grow up to provide for the food. That is why they were always considered as minors. Change from that stereotyped of regarding women as minors will take some time and it is also influenced by the cultural beliefs and there are some male councillors admitted it was so difficult at first to adapt.

Conflict Resolution

In this module participants were taught with skills on conflict management and engagement of women in conflict resolution as in the long time women were not trusted to be part of 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

Conflicts normally become part of the councils activities, where from different activities that are engaged, conflict always arise and the councillors are always faced with the challenges to solve them. Participants argued that the session was very informative and helpful in enhancing their skills on how to handle and finally solve conflicts and also they mention this was very important as they were able to relate in their work and identify all conflicts that can arise in their work and now they were in a position to know how they would resolve those conflicts.

Outcomes

At the end of the workshop participants were able to gain well in-depth information on foundation of sex, gender concepts and stereotypes. Knowledge on how to relate all that has been taught to conflict resolution. Through discussions on transformative leadership participants were able to have hope as they felt like there was nothing that they could do concerning conflicts.

Conclusions

Mohale's Hoek Urban council as one of the councils in town and has many challenges due to not having District council secretary for a very long time is happy today that they managed to complete stage four of COE as now they will be able to work very hard and closely with gender department as to mainstream gender in all their work. This is because councillors agreed that all people need to actively participate in development and their needs to be addressed in all spheres of development.

Way forward and recommendation

The councillors will continue to further disseminate the message to the communities during their electoral division meetings. The stage five workshops on action planning will follow.

Annex A:**PROGRAMME****STAGE FOUR: Inception****Mohale's Hoek Urban Council****27th -28th August 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
Phakiso Thamae	M	Mohale's Hoek Urban	Councillor	63680261
Mamokana Mokana	F	Mohale's Hoek Urban	Councillor-C/P	59427092
Marethabile Khaloli	F	Mohale's Hoek Urban	Councillor	63160294
Mamotlatsi Molise	F	Mohale's Hoek Urban	Councillor	59083285
Manteboheleng Liphoto	F	Mohale's Hoek Urban	Councillor	58524701
Matsepo Koele	F	Mohale's Hoek Urban	Councillor	58964933
Mafa Mafa	M	Mohale's Hoek Urban	Councillor	58854203
Maliau Ntsau	F	Mohale's Hoek Urban	Councillor	58122595
Jerefanteng Malebanye	M	Mohale's Hoek Urban	Councillor	6344466
Tumo Mathotha	M	Mohale's Hoek Urban	Councillor	58017478
Matsepang Molata	F	Mohale's Hoek Urban	CA	63161332
Rethabile Mathabathe	F	Mohale's Hoek Urban	MSS	58001104
Mokhahlane Stephen	M	Mohale's Hoek Urban	AAO	58594114
Lieketseng Sarele	F	Mohale's Hoek Urban	APO	58146533
Rethabile Mashapha	M	Mohale's Hoek Urban	Councillor	62925263
Motsu Monyane	M	Mohale's Hoek Urban	Councillor	59740372
Matumelo Lelimo	F	Mohale's Hoek Urban	Councillor	63000049
Tefo Mofolo	M	Mohale's Hoek Urban	Town Clerk	65290915
Malepota Mafeka	F	Gender Links	Country Manager	22316755
Ntolo Lekau	F	Gender Links	Program Officer	22316755

GENDER DISAGGREGATION		
Participants	Male	Female
20	8	12
100%	40	60

Annex C

EVALUATION FORM
Date: 27TH -28TH August 2013
Venue: Mohale's Hoek Urban Council Offices

	SCORE OUT OF TEN
1. PROGRAMME DESIGN	72%
2. PROGRAMME CONTENT	69%
3. DOCUMENTATION	72%
4. FACILITATION	75%
5. GROUP WORK	71%
6. OUTPUTS	68%
7. OUTCOMES AND FOLLOW UP PLANS	78%
8. LEARNING OPPORTUNITY	75%
9. NETWORKING OPPORTUNITY	63%
10. ADMINISTRATIVE ARRANGEMENTS	86%
11. OVERALL	73%

GENERAL COMMENTS

Sessions found most useful and why

- ✚ Conflicts resolution because participants were able to realize how they can seriously affect their daily work.
- ✚ In depth explanation between gender and sex and stereotypes against women.

Sessions found least useful and why

- ✚ None

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.
- ✚ The councillors will share the information with the communities.