

REPORT

CENTRES OF EXCELLENCE STAGE FOUR REPORT



Country : Lesotho

COE : Mohlakeng Community Council

District : Maseru

Dates : 27th – 28th January 2013

Venue : Mohlakeng community council boardroom

STAGE : FOUR



Ministry of Gender, Youth
Sports and Recreation



Gender Links

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EXECUTIVE SUMMARY

The report seeks to provide information about the workshop of the Mohlakeng Community Council which was held on the 27th- 28th January 2013 at Mohlakeng Community Council boardroom. Principal District Gender officer (PDGO) based in Maseru conducted inception workshop (stage IV). They were 14 participants in attendance 8 men and 6 Women see **Annex A** for a detailed participants list. The workshop took two days. The councillors were taken through stage four of the new COE manual. Stage four is an inception workshop that aimed to enhance understanding of councillors on the following issues: Key Gender Concepts; Gender, Governance and Transformative Leadership; and Conflict Resolution.

BACKGROUND

Mohlakeng Community Council situated in the rural areas in the outskirts of Maseru city. Mohlakeng Community Council is one of the chosen Centres of Excellence (COE) councils in Lesotho. Stage IV is a follow up stage I (management meeting), stage II (situational analysis), and stage III (SADC Protocol).

Stage IV workshop

As already mentioned a two days Stage IV workshop, was held at Mohlakeng community council boardroom on the 27th- 28th January 2013.

OBJECTIVES

The objectives of stage IV were as follows:

- To provide foundation concepts on sex, gender and gender stereotypes.
- To relate these concepts to the work of Mohlakeng Community Council
- To inspire leadership for the process of change ahead through a discussion on transformative leadership.
- To relates all these concepts to the conflict resolution at the local level, especially the conflict that arises because of the change.

PROCESSES OR ACTIVITIES

DAY ONE

Stage IV, Inception Workshop program was facilitated within two days. The training started with a prayer, and registration of participants.

PROCESS/ ACTIVITIES

DAY ONE

The workshop was official opened by the chairperson of the council Mr Thulo; he welcomed the facilitator and the participants. The facilitator briefed the participants about the objectives of the workshop then after the participants raised their expectations on the workshop and set the ground rules which include punctuality, and respect that was expected to be demonstrated by all participants.

Key gender concepts

During this day the participants were introduced to gender concepts: sex, gender, gender equality, gender equity, and gender division of labor, sex roles and stereotypes. The factors which fuel and influence gender stereo types were identified and discussed. Those included custom, culture and religion, resistance to change and misconceptions on gender issues. The following learning methods were used group work, role plays, experiences sharing and group discussion in order to understand the issues.

Discussions

Participants strongly believed education is one of the strategies that could be used to get rid of stereotypes that belittle women. They identified media as the major tool which can be used because many people can be reach within a short time. They also became aware that informed media houses can be helpful therefore suggested that they should be trained as media have influence on people. The participants were aware that they should also hold public gatherings to raise gender awareness in the community.

This was followed by discussion on gender, governance and transformative leadership.

Gender, governance and transformative leadership

Gender and Governance

Participants were also introduced to the following concepts: gender and governance. Participants realised importance of encouraging women and men to equally participate in decision-making at all level of governance. Discussion also focused on the strategies that were/are being implemented by the government of Lesotho to ensure that women and men participate in decision-making to influence positive transformation such as 30% quota system and 1/3 special sits reserved for women. That is councillors were encouraged to equally participate in decision-making.

Discussions

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 which came after 2012 national elections. The participants found it necessary to remove barriers for effective participation of women.

DAY TWO

CONFLICT RESOLUTION

On the second day of the workshop aims the participants were introduced to conflict management skills and engagement of women in conflict. The session was to encourage participants to include women in conflict management resolution. The following key conflict concepts were comprehensively defined and explain: 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 the key components of conflict resolution include information, interaction, interest, impartiality and finally innovation.

Discussions

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 which came after 2012 national elections. The participants found it necessary to remove barriers for effective participation of women.

It was evident that one of the councillors' roles in their communities is to resolve conflicts in their communities as they arise. Conflicts within their communities are caused mainly by issues such land issues, range management, shared/ scarce resources.

It was through the discussion that I learnt it is normally male councillors that intervene in conflict resolutions. The councillors mentioned that according to Basotho culture men are the ones who are expected to intervene when conflicts arise. The conflict resolution session assisted the participants to realise that they need to mainstream gender in development planning; both female and male councillors need to participate in conflict resolution activities. The session also enabled participants to enhance their conflict resolution skills.

Outcomes

The following are the outcomes of the workshop:

- Mohlakeng community Councillors comprehended the difference between sex and gender, and have discovered 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.

Conclusions

The above-mentioned objectives of the training were fully achieved, and through discussions role-plays, group work and opinions sharing it was apparent that members of the Mohlakeng community 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 essential 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 during their meetings and public gatherings and the facilitator volunteered to join them in the public gathering if need arises.

ANNEX A**PARTICIPANTS LIST**

NO	NAME AND SURNAME	Sex	ORGANIZATION	DESIGNATION	CELL NO
1	Matebesi Letlala	F	Mohlakeng Community Council	Councilor	58608583
2	'Maphakiso Kheekhe	F	Mohlakeng Community Council	Councilor	58414519
3	'Makoena Joala	M	Mohlakeng Community Council	Councilor	59131521
4	Tanki Molibeli	F	Mohlakeng Community Council	Councilor	58413954
5	Maphathe Mosiuoa	M	Mohlakeng Community Council	Councilor	57589967
6	Moitseki Mofubelu	F	Mohlakeng Community Council	Councilor	57049021
7	Tau Phohleli	M	Mohlakeng Community Council	Chief Councillor	62774864
8	Molahloe Ntlotšoeu	M	Mohlakeng Community Council	Councilor	58063132
9	'Maeketsang Molotsi	F	Mohlakeng Community Council	Councilor	58093265
10	Mohau Mohau	M	Mohlakeng Community Council	Councilor	58445472
11	Tšepo Rampa	F	Mohlakeng Community Council	Councilor	58830256
12	Ntai Ramakau	M	Mohlakeng Community Council	Deputy chairperson	58032774
13	Tsehlo Thulo	M	Mohlakeng Community Council	Chair person	63049653
14	'Maletsie Letsie	F	Mohlakeng Community Council	Chief Councillor	-

GENDER DISAGGREGATION

Participants	Male	Female
14	7	7
100%	50%	50%

ANNEX B

PROGRAMME

STAGE FOUR: INCEPTION WORKSHOP

MOHLAKENG COMMUNITY COUNCIL

27th – 28th January 2013

MASERU

DAY/TIME	ACTIVITY	TIME	WHO
DAY ONE:			
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	15 min	PDGO
Key gender concepts			
9:00 – 10:30	Sex and gender	1 hr 30 min	PDGO
10:30 – 11.00	<i>TEA</i>		
11.00-13.00	Group work on stereotypes	2 hours	Participants
	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/ PDGO
	Report back		Participants
15.30 -16.00	<i>TEA</i>		
16.00- 16:30	Plenary discussions	30 min	

DAY/TIME	ACTIVITY	TIME	WHO
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	PDGO
10.30-11.00	<i>TEA</i>	30 min	
11.00 – 12.30	Resolving conflict	1 hour	PDGO
12.30-13.00	CLOSURE	30 min	Council Chairperson

Annex C

EVALUATION FORM

Date: 5-6th March 2013

Venue: Mohlakeng community council , Maseru

	SCORE OUT OF TEN
1. PROGRAMME DESIGN	93%
2. PROGRAMME CONTENT	99%
3. DOCUMENTATION	96%
4. FACILITATION	89%
5. GROUP WORK	99%
6. OUTPUTS	87%
7. OUTCOMES AND FOLLOW UP PLANS	79%
8. LEARNING OPPORTUNITY	97%
9. NETWORKING OPPORTUNITY	91%
10. ADMINISTRATIVE ARRANGEMENTS	96%
11. OVERALL	93%

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.