

REPORT

CENTRES OF EXCELLENCE STAGE FOUR REPORT



Country : Lesotho

COE : Quthing Urban Council

District : Quthing

Dates: 19th – 20th February 2013

Venue: Quthing Youth Centre Hall



Ministry of Gender, Youth
Sports and Recreation



Gender Links

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Executive summary

The report seeks to provide information on the workshop held at Quthing Urban Council in Quthing district, during the month of February, from 19th – 20th 2012. During this workshop the councillors were also taken through the three stages to familiarise and inform the councillors about the gender concepts.

Background

The Quthing Urban council is situated at 10km south of the Quthing town. It became one of the COE councils in Lesotho. The council has initially undergone stages 1 and 2. There were 18 participants who attended the workshop, which included 13 women and 5 men. **Annex B**

The workshop was conducted for two days, from the 19th – 20th February 2013. The new COE training manual on gender mainstreaming in local government was used as a guide throughout the entire two days. During the first day the councillors were taken through the stages 1 and 2 as well as other modules on stage 4. The last day covered all the modules under stage 4. **See Annex A.**

The councillors did an evaluation of the workshop at the end of day three, where a detailed assessment of the process was given. **Annex C.**

Objectives

The workshop was conducted as follow up to stage 1 and 2 workshops held earlier with the council and the objectives therefore were to;

- Provide a basis on gender concepts, gender and sex 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 program covered 2 days where during the first day, participants were once again highlighted of the work done previously in the first 2 stages, basically to analyse whether their administration or work are gender sensitive and finally to affirm their buy in. Councillors were introduced to the key gender concepts. During this time, participants were required to present their expectations, 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, one discovered that in some areas of the district, women still do most of the domestic work and additional professional work, whilst men are doing less 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. The councillors gave out examples of the gender disparities that happen in the village and they even sang songs that perpetuate gender discrimination. Knowledge sharing was enhanced through group works by the participants to share their different understanding of these concepts. Since the modules from stage 4 were fewer we took 1 day and a half and then we continued with stage 5 modules for 2 days and a half.

Gender and Governance

Participants were also introduced to the concept on gender and governance, equal access and participation of women in development was strongly emphasized. This has been realised 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. This was done in an endeavour to achieve positive transformation. However, it has been observed that, 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

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. Men should go to work and bring money home whilst women should stay at home and look after the children. Change from that stereotype of regarding women as minors will take some time to be rooted out and it is also influenced by the cultural beliefs.

They further argued that on governance women have been empowered to take part and be active in decision making however, there are some barriers which seem to hinder women to actively take part, such as culture, where women are still considered as minor and cannot take part in decision making, domestic roles, where they are made to choose between participating in politics and leaving the family alone, women have grown to consider themselves minors hence low self-esteem and confidence to speak in public.

Conflict Resolution

During the last day, 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.

Participants discussed that this session equipped them with skills on how to deal with different kind of conflicts that arise during their work. They said most conflicts within their area were related to land and range management. They have learned many skills on how best they can solve these conflicts as they do their work. Also they mentioned that involvement of chiefs as leaders within the communities will enhance also their leadership skills

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. The session was very enlightening and helpful in enhancing the councillors' skills on how to handle and finally solve conflicts within their different localities. Mostly conflicts were found to arise from issues of land, range management and shared resources.

Outcomes

At the end of the workshop participants gained information on foundation of sex, gender concepts and stereotypes. Finally, they gained knowledge on how to relate all that has been taught to conflict resolution at the local level, especially where there is change Discussions on transformative leadership inspired them to strive for positive change. Finally, they gained knowledge on how to relate all that has been taught to conflict resolution at the local level, especially where there is change.

Conclusions

It can be concluded that gender is a good concept which need to be mainstreamed in local government activities. This is because councillors have realised that all people are needed to actively participate in development and their needs need to be addressed in all spheres of development.

Way forward and recommendations

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 WORKSHOP

QUTHING URBAN COUNCIL

19TH-20TH FEBRUARY 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	CM
Key gender concepts			
9:00 – 10:30	Sex and gender	1 hr 30 min	CM/Gender Officer
10:30 – 11.00	<i>TEA</i>		
11.00-13.00	Group work on stereotypes	2 hours	CM/Gender 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	
13:00 – 14:00	<i>LUNCH</i>		
DAY TWO:			
Conflict resolution			
8.30 – 9.00	Eyes and ears, recap		CM
9.00 – 10:30	What is conflict? Conflict at the local level	1 hr 30 min	CM
10.30-11.00	<i>TEA</i>		
11.00 – 12.30	Resolving conflict	1 hour	CM
12.30-13.00	WRAP UP OF STAGE 4	30 min	Council Chairperson

Annex B**PARTICIPANTS LIST**

NAME	SEX F/M	ORGANISATION	DESIGNATION	PHONE
Paleho Lepetla	M	Quthing Urban Council	Councillor	63212141
'Matisetso Mothae	F	Quthing Urban Council	Councillor	58038061
Matete Mahao	M	Quthing Urban Council	Assistant Administration office	58000404
'Masalang Chefa	F	Quthing Urban Council	Councillor	57469881
Lebohang Nkatane	F	Quthing Urban Council	Councillor	58135956
Relebohile Koloji	M	Quthing Urban Council	Chairperson	63558997
Palesa Seboka	F	Quthing Urban Council	Councillor	63814698
'Malerato Makhetha	F	Quthing Urban Council	Councillor	58579202
Teboho Mokhosi	M	Quthing Urban Council	Councillor	58047238
Toka Letsie	M	Quthing Urban Council	Chief	59980416
'Mamoeketsi Sesoane	F	Quthing Urban Council	Councillor	58746956
Tsoakae Jankie	F	Quthing Urban Council	Councillor	59619069
'Makhauhelo Jankie	F	Quthing Urban Council	Deputy Chairperson	58513585
'Mahlompho Nkhabu	F	MGYSR	Gender Officer	62006889
'Manapo Chopho	F	MGYSR	Youth Development Officer	58046696
Motsejoa Ntsane	F	MGYSR	Sports Organiser	63774400
'Mathabelo Phenethi	F	MGYSR	Youth Officer	58697725
Moliehi Nthejane	F	MGYSR	Youth Officer	59112033

GENDER DISAGGREGATION

Participants	Male	Female
18	5	13
100%	27%	72%

Annex C

EVALUATION FORM
Date: 19-20 February 2013
Venue: Quthing Youth Centre

	SCORE	OUT
	OF TEN	
1. PROGRAMME DESIGN	85%	
2. PROGRAMME CONTENT	95%	
3. DOCUMENTATION	90%	
4. FACILITATION	95%	
5. GROUP WORK	85%	
6. OUTPUTS	88%	
7. OUTCOMES AND FOLLOW UP PLANS	80%	
8. LEARNING OPPORTUNITY	90%	
9. NETWORKING OPPORTUNITY	96%	
10. ADMINISTRATIVE ARRANGEMENTS	97%	
11. OVERALL	95%	

GENERAL COMMENTS

Sessions found most useful and why

- Conflict resolution because most of the councillors did not have skills on how to solve conflicts within the communities they serve.
- Clarification between gender and sex and stereotypes against women. We are aware of how gender is defined and how to consider women as equal partners to men not children like we used to before.
- We have learned to support women to take part in politics and issues of development.

Sessions found least useful and why

- None

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

- By involving different groups that are found within the council
- Community gatherings will also serve as a platform for community engagement and participation
- By running trainings and using gender mainstreaming in advocacy processes.

Any other comments

- The workshop was very informative in giving us clarification on gender concepts and ending discrimination against women where they were considered as children.
- The councillors will share the information with the communities.