

REPORT

CENTRES OF EXCELLENCE STAGE FOUR REPORT



Country : Lesotho
COE : Semonkong Urban Council
District : Maseru
Dates : 15th – 16th January 2013
Venue : Semonkong Urban council boardroom
STAGE : FOUR



TABLE OF CONTENTS	PAGES
Executive summary	3
Background information	3
Objectives	3
Process/activities	3-5
Outcomes	6
Conclusions	6
Way forward	6
Annexes	7-12
Annex A <i>Programme</i>	
Annex B <i>Participants list</i>	
Annex C <i>Evaluation</i>	

EXECUTIVE SUMMARY

The report seeks to provide information about the workshop held at Semonkong Urban Council which was held on the 15th- 16th September 2014 at Semonkong Urban Council boardroom. The 10 councillors of Semonkong Urban council, of which 6 are men and 4 are women, all attended the workshop. One male and female staff members also formed part of the participants (See **Annex B** for a detailed participants list). The workshop took one day and half. 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 (**refer to Annex A**).

BACKGROUND

Semonkong urban Council is situated deep in the mountains of Lesotho in the district of Maseru. It is about 100km from the capital city. It is a peri-urban and has been made the urban council after the 2011 Local Government Elections. It is the area which attracts many tourists because of its beautiful scenery and the famous Maletsunyana falls which is one of the biggest falls in Lesotho. Though Semonkong is the urban council it has a lot of challenges in comparison with other urban councils that are normally found in town as it is in the rural area. Semonkong urban council is one of the councils that were made a COE in 2014. Stage IV is a follow up stage I (management meeting), stage II (situational analysis), that were contacted in May 2014.

Stage IV workshop

As already mentioned a one and half days Stage IV workshop, was held at Semonkong Urban council boardroom on the 15th- 16th September 2014.

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 Semonkong urban Council
- To inspire leadership for the process of change ahead through a discussion on transformative leadership.
- To relate 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 one and half 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 Tumelo Thejane; 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. Sex was



defined as describing the biological differences between men and women such as production of sperm for man and becoming pregnant and bearing and breasting for women. Gender was defined as the socially constructed differences between men and women which can change over time, and which vary within a given society from one society to the next. .

Then the factors which fuel and influence gender stereotypes 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

The participants appreciated the new knowledge and noticed that sex and gender are completely different concepts. However most of the participants indicated that they are already aware that gender roles can be changed between men and women. The participants showed that gender stereotypes are becoming less and less in the communities because men are beginning to notice that not all believes and old practices are meaningful to their lives and that women can play an important role in providing for their families.

Participants strongly believed that education can be 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.

GENDER, GOVERNANCE AND TRANSFORMATIVE LEADERSHIP

Gender and Governance

Participants were 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.

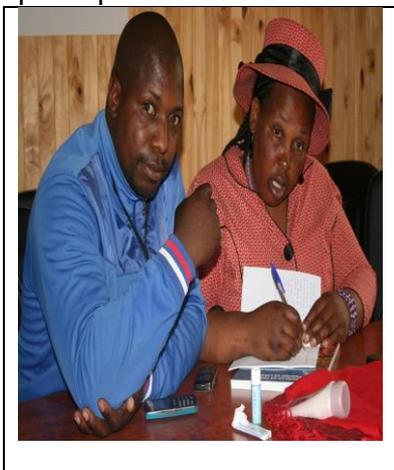
In Semonkong urban council there are four women and none of them is a chairperson of any of the council's committees. Most of the decision that are made in the council are therefore made by men. Participants realised importance of encouraging women and men to equally participate in decision-making at all level of governance. They also indicated that in the coming committee elections they will include women as chairs. They concluded that leadership is not only men's territory but every person can be a leader regardless of gender. They 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 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 explained: conflict, conflict resolution and processes of conflict resolution. Participants were separated into groups and they had 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

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 as land issues, range management, shared/ scarce resources. It was through the discussion that it became evident that male councillors are the ones who normally 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:

- Semonkong urban 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 Semonkong urban 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 in 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**PROGRAMME****STAGE FOUR: INCEPTION WORKSHOP****SEMONKONG URBAN COUNCIL****15th – 16th SEPTEMBER 2014****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	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>		
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/ GL Officer
	Report back		Participants
15.30 -16.00	<i>TEA</i>		
16.00- 16:30	Plenary discussions	30 min	
DAY TWO:			

DAY/TIME	ACTIVITY	TIME	WHO
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>	30 min	
11.00 – 12.30	Resolving conflict	1 hour	GL Officer
12.30-13.00	CLOSURE	30 min	Council Chairperson

ANNEX B

PARTICIPANTS LIST

NO	NAME AND SURNAME	Sex	ORGANIZATION	DESIGNATION	CELL NO
1	Mamakoanyane Monaheng	F	Semonkong Council	Councilor	57923708
2	'Mapolao Kekane	F	Semonkong Council	Councilor	59478141
3	Khoali Khothola	M	Semonkong Council	Councilor	63145713
4	Thebe Rankoloko	M	Semonkong Council	Councilor	58005336
5	Molefi Mohapi	M	Semonkong Council	Councilor	63178168
6	Tumelo Thejane	M	Semonkong Council	Councilor	58416929
7	Mantebele Moholi	F	Semonkong Council	Councillor	63164296
8	Masibi Lepheana	F	Semonkong Council	Councilor	63253547
9	Khutliso Mokhethi	F	Semonkong Council	Councilor	58501716
10	Thamae Mokete	M	Semonkong Council	Councilor	6233336
11	Motsepe Motsepe	M	Semonkong Council	CCS	62201977
12	Mathato Tsoene	F	Semonkong Council	CA	58032774
13	Mampiti Phantsi	F	Semonkong Council	AC	66132050
14	Ntolo Lekau	F	Gender Links	PO	22316755
15	Manteboheleng Mabetha	F	Gender Links	CM	22316755

GENDER DISAGGREGATION

Participants	Male	Female
15	6	9
100%	50%	50%

Annex C

EVALUATION FORM

Date: 15th -16th September 2014

Venue: Semonkong urban council, Maseru

	SCORE OUT OF TEN
1. PROGRAMME DESIGN	75%
2. PROGRAMME CONTENT	87%
3. DOCUMENTATION	82%
4. FACILITATION	80%
5. GROUP WORK	85%
6. OUTPUTS	70%
7. OUTCOMES AND FOLLOW UP PLANS	75%
8. LEARNING OPPORTUNITY	80%
9. NETWORKING OPPORTUNITY	63%
10. ADMINISTRATIVE ARRANGEMENTS	68%
11. OVERALL	76%

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 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.