

REPORT

CENTRES OF EXCELLENCE STAGE FIVE REPORT



Country : Lesotho
COE : Tenesolo Community Council
District : Thaba Tseka
Dates : 26th -28th August 2014
Venue : Tenesolo Council Offices
STAGE : FIVE



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EXECUTIVE SUMMARY

The report seeks to provide information about the workshop held at Tenesolo community council in Thaba-Tseka district. Stage five Action planning work shop was contacted using the new Sesotho COE Training manual was held for twenty councillors of which 7 were male and 13 were females and three male council staff from the 25th to 26th August 2014(**see annex B**). Before the beginning of the Programme activities, the councillors were taken through the objectives of the stage 5 and were made aware that they have to make an action plan at the end.

It should be noted that stages five action planning workshop immediately followed stage four inception work as a continuous four day workshop, as thus some of the Programme activities such as introductions were done in stage four are taken to have covered both stages.

BACKGROUND

The Tenesolo community council is about 80 kilometers north of Thaba-Tseka town. The council is the 4th council to be made a COE in the district of Thaba-Tseka. The council had successfully gone through stages one and two in May 2014 and had just completed stage four.

All the modules in stage five were facilitated within two and half days. (**See annex A**) Facilitation was done using the Sesotho manuals for Gender Mainstreaming in Local Government.

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

OBJECTIVES

The objectives of stage V were as follows:

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

PROCESSES OR ACTIVITIES

Stage V, Action Planning Workshop was facilitated within two and half days. It was a follow up on stage VI workshop which has just ended and therefore the rules that were set out on the first day applied to this workshop. The objectives of stage V workshop were then stated and participants were asked to give their expectations of the workshop.

Gender policy and planning concepts

To begin the training on stage V, the participants were given an exercise on practical and strategic gender needs. In the exercise they had to distinguish between the practical needs and the strategic needs. After that the two types of needs were clearly defined. Practical gender needs do not challenge the gender division of labour but they are a response to immediate perceived necessity, identified within a specific context whilst strategic gender needs challenge the women subordinate position in society to achieve equality. The participants also learnt about gender blind and gender aware policies. Gender aware policies recognise that women as well as men have an important role to play in their societies whilst gender blind policies do not differentiate between sexes and exclude women. Moreover, the discussion also focused on gender disaggregated data and budgeting.

Most of the participants mentioned that the session was very informative; as they realised in their daily work they need to promote equality, empower women and challenge women subordinate positions in their societies through mainstreaming gender issues and concerns into development planning. They also



mentioned that they need to review their policies and regulations to ensure that they have gender aware policies in place. They also mentioned that their budgeting should advance gender equality, to ensure that existing resources benefit equally both men and women. However they expressed their frustrations regarding the budgets as at the moment their council is not autonomous and they are still not able to do their own council budget.

Gender and the economy.

The module was first started by reading out the provision under the Protocol. This was followed by doing an exercise on "the lie of the land", this was done in conjunction with the exercise on the "job description of a house wife." The participants were asked to analyze the two and give their opinions they were asked to answer the following question. This was followed by an extensive debate some of the participants were of the view 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 contended 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 participants were asked to read out the provision of the Protocol and say how the provision is relevant to their council. After giving different answers, participants were referred to the table leaflet from the 2011 barometer specifically eyeing Lesotho's status, they were

also asked to give their opinion in that regard. A general question about who takes care of people infected by HIV and AIDs was asked. They gave out different groups of people and acknowledged that in those groups of people women predominate.

Next topic discussed was men and care work. It was first started out by asking the participants about the importance of men being involved in care work if any. After discussing different reasons as to the importance of involving men in care work participants read the stories on "care work helps to define a new kind of manhood" and then proceeded to answer questions following thereafter.

Gender and Local Economic Development

The module began by reading out the Protocol provisions, there after the participants were asked to do the exercise on "the wake up model". These were followed by extensive discussions on the importance of Local economic development and how best this can be done within their council. They pointed many challenges in regard to this including budget allocation from the local government to community council.

Having discussed the importance of Local economic development the next topic was barriers to women's economic development. Participants were asked about the importance of participation of women in 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 do not have 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 if such a women has such 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.

Gender; Climate Change and Sustainable Development

The participants were asked their understanding about climate change and whether there is any noticeable change in the seasons and weather patterns. After discussing the aforementioned questions an insert on definition was explained. Some participants appeared to be much informed about the term climate change and subsequent effects thereof. They were asked to fill out in groups the table exercise on example of climate change occurrence and the cause. After group presentations the participants were asked about their understanding of the term sustainable development and the link between climate changes. After discussing the link between the two, the participants proceeded to read the fact sheet on climate change and sustainable development.

The gender dimensions of climate change were then discussed. The participants were first asked who they think are affected by climate change more. After giving an answer that it affects both men and women the same, the participants were asked to read out the article on climate change that states that climate change is a gender issue. After giving group feedbacks; a fact sheet was read out and further explained in detail what it means. Participants were convinced that women are the most affected by the effects of climate change, they acknowledged that this was amongst others because of women's social roles and responsibilities. The women are the ones who have to travel long distances to fetch water when during droughts. Participants were asked what they could do to address issues of climate change. They mentioned that it was important to preserve 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 drought. And also that it is important not to cut down trees without making an effort to plant others for the one cut as trees are going to help combat greenhouse gases.

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 from the participants the facilitator explained in details 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. The participants stated that to combat GBV in their council they need to engage in several activities such as contacting public awareness campaigns to educate the public of the consequences of GBV. The also mentioned that it is important to have village based GBV committees that will be responsible for organizing such campaigns and who will oversee that the villages are save and free of GBV.

Outcomes

The councillors understand that integrating gender into their programmes is an integral part to having a community that can really develop. They were very keen to implement what they have learned in the communities. They also feel that the knowledge they have gained can assist them to become drivers of change in their communities by leading the mainstreaming of gender in all the council activities

Conclusions

The above mentioned objectives of the training were fully achieved, and through discussions and opinion sharing it was apparent that members of the Tenesolo Community Council gained knowledge and skills on how to mainstream gender issues and concerns into their development planning. The workshop enabled the councillors became of aware of the impact of gender issues and concerns on their daily work. They also realised that it is imperative to empower women and allow them to participate equally development and decision-making

Annex A

**PROGRAMME
STAGE FIVE: ACTION PLANNING WORKSHOP
TENESOLO COMMUNITY COUNCIL
26TH-28TH AUGUST 2014**

DAY/TIME	ACTIVITY	TIME	WHO
DAY ONE:			
Gender Policy and planning concepts			
14:00 – 15:30	Practical and strategic gender needs Gender mainstreaming Gender Blind and Gender aware policies Gender disaggregated data Gender budgeting	1 hr 30 min	GL Officer & Participants
15:30 – 16:00	<i>Plenary discussions</i>	30 minutes	All participants
DAY TWO:			
Gender and the economy			
8.30 – 9.00	Eyes and ears, recap	30 minutes	Participants
9.00 – 10:30	The unwaged work of women/ care work	1 hr 30 min	GL & Participants
10.30-11.00	TEA	30 minutes	
Local Economic Development			
11.00 – 13.00	Gender and local economic development Strategies for local economic development	2 hours	GL & Participants
13.00 – 14:00	LUNCH	1 hour	
Sustainable Development (climate change)			
14:00 – 16:00	Definitions/background Impact of Climate change on gender	2 hrs	GL & Participants
DAY THREE			
8:00- 8:30	Eyes and ears, recap	30 min	Participants
Gender Based Violence			
8:30 -10.30	Key GBV provisions in the SADC Protocol on Gender and development GBV as a key service delivery issue	2 hrs	GL& Participants
10:30 -11:00	TEA	30 min	All
11:00 – 13:00	Council Gender Action Plan	2 hrs	GL & Participants
13:00-14:00	LUNCH		
14.00- 15:30	Council Gender Action Plan continued	1 hr 30 min	GL & Participants
15.30-16.00	Closure	30 min	All

ANNEX B**PARTICIPANTS' LIST**

NAME	SEX F/M	ORGANISATION	DESIGNATION	PHONE	
1. Mathabang Mosala	F	Tenesolo Council	Councillor	59120984	
2. Nthene Nkena	M	Tenesolo Council	Councillor	59008884	
3. Mohapi Ntlele	M	Tenesolo Council	Councillor	56770974	
4. Makenelo Setlaba	F	Tenesolo Council	Councillor	63661388	
5. Mats'osane Sello	F	Tenesolo Council	Councillor	59675515	
6. Mammuso Mothae	F	Tenesolo Council	Councillor	63061506	
7. Malipuo 'Molotsi	F	Tenesolo Council	Councillor	59540513	
8. Matankiso Lepeli	F	Tenesolo Council	Councillor	59481474	
9. Mats'epo Mats'oele	F	Tenesolo Council	Councillor	59684690	
10. Malineo Nokoane	F	Tenesolo Council	Councillor	59212638	
11. Matsokolo 'Moso	F	Tenesolo Council	Councillor	63238209	
12. Mamorena Phororo	F	Tenesolo Council	Councillor	58839983	
13. Manthofela Makibinyane	F	Tenesolo Council	Councillor	57341018	
14. Ntja Ramahlele	M	Tenesolo Council	Councillor	59628627	
15. Mamotebang Mokoenehi	F	Tenesolo Council	Councillor	63833965	
16. Molokong Lali	M	Tenesolo	Councillor	57339603	
17. Mokena T'soeu	M	Tenesolo	Councillor	63155655	
18. Phobolane Motselekatse	M	Tenesolo	Councillor	64301470	
19. Noha Khoasi	M	Tenesolo	Councillor	58737442	
20. Moeli Moseli	M	Tenesolo	Clerical Assistant	58826782	
21. Peter Mphachane	M	Tenesolo	Accounts Clerk	63846078	
22. Johanne Khoathela	M	Tenesolo	Council Secretary	59727871	
23. Ntolo Lekau	F	Gender Links	Programme officer	63780628	
24. Nthatisi Matobako	F	MGYSR	P D G O	58902350	
25. Mabetha Mantebaleng	F	Gender Links	Country Manager	62932806	

GENDER DISAGGREGATION		
Participants	Male	Female
25	10	15
100%	40	60

Annex C

EVALUATION FORM
Date: 26th -28th August 2014
Venue: Tenesolo Council Offices

	SCORE OUT OF TEN
1. PROGRAMME DESIGN	65%
2. PROGRAMME CONTENT	82%
3. DOCUMENTATION	81%
4. FACILITATION	77%
5. GROUP WORK	78%
6. OUTPUTS	82%
7. OUTCOMES AND FOLLOW UP PLANS	78%
8. LEARNING OPPORTUNITY	86%
9. NETWORKING OPPORTUNITY	78%
10. ADMINISTRATIVE ARRANGEMENTS	71%
11. OVERALL	78%

General comments.

Sessions found most useful and why

- Gender and the economic. This is because they have come to realize that even the unwaged women work still contributes in the economy
- Gender and governance; this is because it also includes women participation in decision making

Sessions found least useful and why

- None

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

- Will pass on the knowledge through public gatherings and encouragement to the community to follow the principles of gender.

Any other comments

- There should be a similar workshop in the near future as it had a limited time.
- The workshop was informative