

# REPORT

## CENTRES OF EXCELLENCE STAGE FOUR REPORT



Country : Lesotho

COE : Likila Community Council

District : Botha-Bothe

**Dates:** 09<sup>th</sup> – 11<sup>th</sup> May 2012

**Venue:** Likila Community Council offices



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 Likila council in Botha-Bothe district. The councillors of Likila were held an inception workshop, which is stage 4 from the new training manual. During this workshop the councillors were also taken through the three stages to familiarise and inform the new councillors about the gender concepts.

## **Background**

The Likila council is situated at 120km north of the Maseru town found in the district of Botha-Bothe. It is one of the COE councils. The council had successfully gone through stage one up to stage five workshops of the old training manual, where there were six stage processes for gender mainstreaming within the local councils. The Likila council has a draft gender action plan which needs to be reviewed to include the new modules from the new COE ten stage training manual. This will include new concepts like climate change, care work, and economic development. The previous training manual had six stage activities and it has been developed further to include issues of climate change, care work and economic development. The stages have now been expanded to ten. 18 councillors attended the workshop. There were 6 women and 12 men. **Annex A**

The workshop was conducted for three days, from the 09<sup>th</sup> – 11<sup>th</sup> May 2012. The new COE training manual on gender mainstreaming in local government was used as a guide throughout the entire three days. During the first day the councillors were taken through the stages one to three. The last two days covered all the modules under stage four. **See Annex B.**

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 three workshops held earlier with 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.

## **Process/Activities**

The new COE training manual on gender mainstreaming in local government was used as a guide throughout the entire three days workshop. The workshop was conducted from the 09<sup>th</sup> – 11<sup>th</sup> May 2012, where the first day the councillors were taken through the stages one to three. The purpose was to inform them of the work done by the previous GL staff, basically to analyse the knowledge of the councillors on the SADC protocol on gender and development. The process will make the councillors to be equally active.

On day two 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.

### ***Gender and Governance***

Participants were also introduced to the concept on gender and governance, where reference was made to access, participation and transformation framework developed by Thenjiwe Mtintso, who advocates for equal access and participation of women in development thus positive transformation will be guaranteed. 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.

### ***Discussions***

Participants put forth their arguments that girls have never been equal to boys. This determines the way people grew up in their different communities. Girls were taught to respect and look after the household chores and boys were taught to look after cattle and finally go to the mines in South Africa where they will bring money for the family after they got married. This therefore, made girls to consider themselves as minor even when they get married. They were not allowed to make decisions for the family but rather should leave that to the husbands. Men who help their wives to do household activities are said to be undermining the role of men. There are even some slogans within the community that promotes the stereotypes on status of women, such as women are goats, they cry a lot and men are like goats they do not cry. This means men should always be seen to be strong even in hard times but women can always cry because they are not strong.

Furthermore, they argued that women have been empowered in many ways but there are some barriers that hinder them from actively participating in any politics or any decision making positions. These were identified as lack of support from their male counterparts, culture and beliefs where in Lesotho women are considered as minors, religions, and time taken in politics and looking after the household chores and children seem to be too much for women.

### ***Conflict Resolution***

During the last third 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.

### *Discussions*

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.

### **Outcomes**

At the end of the workshop participants gained information on foundation of sex, gender concepts and stereotypes. They are able to relate these concepts to work of councils through discussions on gender and governance. 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.

### **Conclusion**

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. Councillors gained knowledge of the SADC gender protocol and how gender issues affect them as agents of community development.

### **Way forward**

Follow up workshops will be conducted to equip the councillors with more knowledge and skills on how best they can mainstream gender in their activities and to further disseminate information to the communities.

Annex A

# PROGRAMME

## STAGE FOUR: INCEPTION WORKSHOP

### LIKILA COMMUNITY COUNCIL

09<sup>TH</sup> – 11<sup>TH</sup> MAY 2012

### LIKILA

DAY/TIME	ACTIVITY	TIME	WHO
<b>DAY TWO:</b>			
8.30 – 9.00	Registration	30 min	Participants
9.00 – 9.15	Opening	15 min	Chairperson of the Council
9.15 – 9:45	Introductions and objectives Expectations from participants To develop guidelines of participation Eyes and Ears	30 min	CM
<b>Key gender concepts</b>			
9:45 – 10:30	Sex and gender	45 min	CM/Gender Officer
10:30 – 10.45	<i>TEA</i>		
10.45-12.45	Group work on stereotypes	2 hours	CM/Gender officer
12.45 -13.00	Report back	15 min	Participants
13.00-14.00	LUNCH	1 hr	
<b>Gender, governance and transformative leadership</b>			
14.00- 15.30	Access, participation, transformative leadership Group work (role plays)	1 hr 30 min	Participants
15.30 -16.00	Report back	30 min	Participants
<b>DAY THREE:</b>			
<b>Conflict resolution</b>			
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	Workshop Evaluation	30 min	Participants
13.00-13.30	CLOSURE	30 min	Council Chairperson

<b>NAME</b>	<b>SEX</b>	<b>DESIGNATION</b>	<b>COUNCIL</b>	<b>PHONE</b>	<b>FAX</b>	<b>EMAIL</b>
Manoosi Khetsi	F	Chairperson	Likila Council	58573304		
Mojabeng Rammopane	F	Councillor	Likila Council	63670237		
Clark Katsi	M	Councillor	Likila Council	59700545		
Hlasoa M. Hlasoa	M	Chief	Likila Council	58682066		
Kose Katsi	M	Councillor	Likila Council	58108161		
Rant'so Lephepelo	M	Councillor	Likila Council	57152980		
Leeto Hlomela	M	Councillor	Likila Council	57453045		
Maserame Manyoko	F	Councillor	Likila Council	58508798		
Masaete Ramafono	M	Councillor	Likila Council	58436280		
Lebohang Matsepe	M	Councillor	Likila Council	57280798		
Masebolelo Qophe	F	Councillor	Likila Council	59904421		
Matebelo Mokhobi	F	Councillor	Likila Council	59032885		
Phefali Aubase	M	Councillor	Likila Council	57285683		
Khiba Letlala	M	Councillor	Likila Council	59890847		
Telekiso Thobi	M	Councillor	Likila Council	59202471		
Setona Masila	M	Councillor	Likila Council	57187125		
Pileng Lebesa	F	Councillor	Likila Council	58098506		
Liphapang Maseu	M	Councillor	Likila Council	59471975		
Matseleng Thabo	F	Clerical Assistance	Likila Council	58471312		

Lebohang Mathakeng	F	Community council secretary	Likila Council	63207217		Lebohang@yahoo.co.uk
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Mphokoana Beile	F	Cleaner	Likila Council			
Ntolo Lekau	F	Gender Links		22316755		
M. Mafeka	F	Gender Links		22316755		

### Sex disaggregated data

Men	Women	Total
14	11	25
56%	44%	100%



## **Annex C**

**EVALUATION FORM**  
**Date: 09-11 May 2012**  
**Venue: Likila Council**

	<b>SCORE OUT OF TEN</b>
1. PROGRAMME DESIGN	86%
2. PROGRAMME CONTENT	94%
3. DOCUMENTATION	92%
4. FACILITATION	93%
5. GROUP WORK	89%
6. OUTPUTS	86%
7. OUTCOMES AND FOLLOW UP PLANS	88%
8. LEARNING OPPORTUNITY	96%
9. NETWORKING OPPORTUNITY	95%
10. ADMINISTRATIVE ARRANGEMENTS	98%
11. OVERALL	93%

### **GENERAL COMMENTS**

#### **Sessions found most useful and why**

- 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.
- Councillors have learned that conflicts if left unsolved they can hinder development, so they will use the skills acquired to solve conflicts that arise from the communities.
- 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.