

REPORT

CENTRES OF EXCELLENCE STAGE FOUR REPORT



Country : Lesotho
COE : Tsoelikana Community Council
District : Qachas'nek

Dates: 07-09/02/2012

Venue: Tsoelikana 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 Tsoelikana council in Qachasnek district. The councillors were taken through stage four of the new COE training manual whilst simultaneously refreshing them about the first three stages to put those councillors who were not part of the council before and to actually affirm the councils by in. The workshop was held on the

Background

The Tsoelikana council is situated at 40km south of the town of Qachasnek deep in the mountains of Lesotho. It is one of the COE councils. The council has initially undergone five stages, however due to new elections and new councillors it was imperative to start from stage four inception workshops where key gender issues are being introduced. This was also to consider the fact that the initial six stages have been developed to ten to include the new modules on other factors like, climate change and care work. the council has a draft action plan, but this need to be reviewed to include new ideas and new modules. There were 23 participants who attended the workshop, which included 19 women and five men. **Annex B**

The workshop was conducted for three days, from the 07th – 09th February 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 A.**

A detailed summative evaluation was conducted during the last day of the workshop where participants gave an assessment of how valuable the workshop was and how they can further replicate the process. **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 program covered three days where during the first day, participants were once again highlighted of the work done previously in the first three stages, basically to analyse the knowledge of the councillors on the SADC protocol on gender and development and finally to affirm their buy in. The purpose was to put all the old and new councillors on the same level of understanding hence the next stages will be easier to comprehend and of course make them to actively participate.

Day 1

Councillors were introduced to the key gender concepts to basically provide them with foundation on sex, gender and gender stereotypes. Knowledge sharing was enhanced through group works by the participants to share their different

understanding of these concepts. Participants were taken through the following key areas;

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 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. From the childhood level boys would always be taught to look after the animals and be grown to belief that they are the ones who should put bread on the table for the families to survive, that means now when they grow up, they should go to the mines to work for the families. Girls on the other hand were taught how to do the domestic work, they should look up to their husbands when they grow up to provide for the food. That is why they were always considered as minors. Change from that stereotype of regarding women as minors will take some time 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, women themselves are not able to support one another, they are jealous most of the time, hence why they do not always put women to high power positions although they are more in numbers than men. The fact that they have grown to consider themselves minors they have low esteem and confidence to speak in public.

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

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. Participants argued that the session was very informative and helpful in enhancing their skills on how to handle and finally solve

conflicts within their different localities. Mostly conflicts were found to arise from issues of land, where people normally allocate sites illegally, range management and shared resources.

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

Conclusions

It can therefore be concluded that mainstreaming gender in local government activities has proven to be a good idea. The councillors are very happy that they are being capacitated on gender issues which were never in their agenda before. They were not aware how gender can affect their daily work and how important can be to support and empower women to actively participate in issues of development.

Way forward

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, however for this council, since it already has the draft action plan, emphasis will be more on new modules to enable the councillors to review their draft.

PROGRAMME

STAGE FOUR: INCEPTION WORKSHOP

TSOELIKANA COMMUNITY COUNCIL

07th -09th February 2012

QACHAS'NEK

DAY/TIME	ACTIVITY	TIME	WHO
DAY TWO:			
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	<i>At the Coalface</i> DVD Plenary discussions	1 hr	
13:00 – 14:00	<i>LUNCH</i>		
DAY THREE:			
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	CLOSURE	30 min	Council Chairperson

Annex B**PARTICIPANTS LIST**

NAME	SEX F/M	ORGANISATION	DESIGNATION	PHONE
Katiso C. Mabusela	M	Ha Mosuoe	Councillor	59108944
Matokelo Pakisi	F	Ramatseliso	Councillor	59503373
Mamonese Makhoane	F	Ramahlaela	Councillor	59155375
Mamorobane Ngakane	F	Likhohloneng	Councillor	59513114
Ntina Ngakane	F	Likhohloaneng	Councillor	59153629
Malehlohonolo M.	F	Ha Thaba	Councillor	59573866
Hlompho Masoro	M	Ha Matlali	Councillor	59513196
Sempe Makhaola	M	Ramahlaela	Chief	59584180
Sepho Motsamai	M	Ha Semenyane	Councillor	59537407
M. Makhaola	M	Sehlabathebe	Chief	57162935
Mapoloko Kao	F	Bochabela Ha Makoe	Councillor	59722962
H. Makhaola	M	Auplaas		
Maloisane Mamotlalepula	F	Ha Matsoetlane	Councillor	57325657
Makahlo	F	Mokoatle	Councillor	57028574
Masetenane Setenane	F	masuoaneng	Councillor	63660906
Matselang Noposa	F	sekokoaneng	Councillor	63691568
Malebona Qcanga	F	paneng	Councillor	57263312
Nonembile Phuphusana	F	Ha Rankakala	Councillor	
Mbokang Sehloho	F	Water-fall	councillor	59426975
Z. Roxa	M	Sekokoaneng	Councillor	28952297
Mabereng Thonkha	F	Water-Fall	Councillor	59941817
Manapo M	F	Ha-Matlali	councillor	

NAME	SEX F/M	ORGANISATION	DESIGNATION	PHONE
Phalo Tsekela	M	Auplaasi	councillor	59105029
Masalemone Mokoinihi	F	Mapakising	councillor	59570521
Mathuso Mpopo	F	Soloja	councillor	59390035
Matete Naha	M	Local Government	Community Council Secretary	59492384
Maneo Ralitau	F	W/ Tsoelikana	Office assistance	58039982
Mantebeleng Makhetha	F	Tsoelikana	Office Assistance	59557455
Tsebela Ratsolele	M	Ha-Ratsolele	Chief	59982938
Koetle M	M	Gender links		
K. Mathoka	M	MGYSR		
Ntolo Lekau	F	GL	PA	22316755
Malepota Mafeka	F	GL	CM	22316755

GENDER DISAGGREGATION

Participants	Male	Female
33	12	21
100%	36%	64%

Annex C

EVALUATION FORM Date: 07-09 February 2012 Venue: Tsoelikana Council

	SCORE	OUT
	OF TEN	
1. PROGRAMME DESIGN	88%	
2. PROGRAMME CONTENT	93%	
3. DOCUMENTATION	90%	
4. FACILITATION	94%	
5. GROUP WORK	92%	
6. OUTPUTS	86%	
7. OUTCOMES AND FOLLOW UP PLANS	86%	
8. LEARNING OPPORTUNITY	95%	
9. NETWORKING OPPORTUNITY	95%	
10. ADMINISTRATIVE ARRANGEMENTS	98%	
11. OVERALL	92%	

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.