

REPORT

CENTRES OF EXCELLENCE STAGE FOUR REPORT



Country : Lesotho
COE : Koeneng Community Council
District : Berea
Dates : 2nd – 03rd July 2014
Venue : Koeneng Community Council
STAGE : FOUR



TABLE OF CONTENTS		PAGES
Executive summary		3
Background information		3
Objectives		4
Process/activities		4-6
Outcomes		6
Conclusions		6
Way forward		6
Annexes		7-9
	• Annex A	<i>Programme</i>
	• Annex B	<i>Participants list</i>
	• Annex C	<i>Evaluation</i>

EXECUTIVE SUMMARY

The report provides information on the workshop held at Koeneng Community council in Berea district, from 2nd –3rd November 2015.

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.

All seventeen (17) Community Councillors and five council staff members actively participated in the workshop. As indicated on the attached participants' lists (**Annex B**) there were five (5) female councillors and twelve (12) male councillors and three (3) female officers and two (2) male officers who participated in the training. The workshop was held at Koeneng council offices.

BACKGROUND

Koeneng community council is found in the district of Berea and is situated at Bela Bela which borders Leribe and Berea. Stage IV is a follow up stage I (management meeting), stage II (situational analysis), which were done earlier this year.

Seventeen councillors attended the workshop of which 5 were women and 12 were men. One of the few councils with a low representation of women.

The workshop was conducted for one and half days, from the 2nd – 3rd November 2015. The new COE training manual on gender mainstreaming in local government was used as a guide throughout the entire 2 days. During the first one and half days the councillors covered all the modules under stage four **See Annex B**.

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 Koeneng Community 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

Stage IV, Inception Workshop program was facilitated within one and half days. The training started with a prayer, and registration of participants. Participants then stated their workshop expectations and set the ground rules which include punctuality, keeping order during the training and respect that was expected to be demonstrated by all participants.

Key gender concepts

This was followed by the exercise sex and gender, and sex and gender roles. The exercises and the discussions enabled the councillors to define and differentiate sex and gender, and sex and gender roles. They clearly understood that sex describes the biological difference between men and women and cannot be changed such as men produce sperm and women become pregnant and bear children. Gender describes the socially constructed differences

between men and women which can change over time which vary within a given society from one society to the next. Gender relations, gender equality and gender mainstreaming was also discussed and the concepts were clearly defined. This was followed by discussion on stereotypes and how stereotypes are reinforced. Participants were divided in groups of three, and all groups brainstormed and came up with examples on how stereotypes are conveyed in our society through songs, custom and culture and advertising.

Discussions

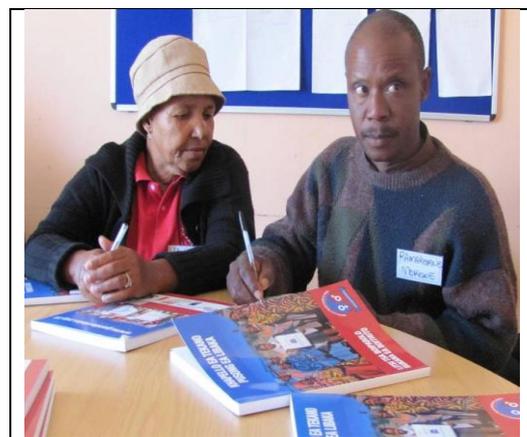
Participants strongly believed education is one of the strategies that could be used to get rid of stereotypes that belittle women. It is crucial to target media, educate the media houses about gender equality and gender mainstreaming, and gender stereotypes. They strongly believed that if media houses could embrace women, most of the people will also embrace and respect women since a lot of people influenced negatively or positively by the media.

Gender, Governance and Transformative Leadership

Participants were also introduced to the following concepts: gender and governance. The main topics looked at under gender and governance were access, participation and transformation. Under access the factors that bar women from entry into institutions were examined in detail. Participation was looking at the barriers to the effective participation by, and advancement of women within the institutions. Transformation was looking at both the internal and external factors related to transformation. Internal factors may include the administrative policies that are required to ensure equal representation of women at all levels as well as gender sensitive work environments. The external include the operational procedures necessary to ensure that gender equality is advanced through service delivery.

Discussions

Participants realised importance of encouraging women and men to equally participate in decision-making at all level of governance. Discussion also focused on the strategies that were/are being implemented by the government of Lesotho to ensure that women and men participate in decision-making to influence positive transformation such as 30% quota system and 1/3 special sits reserved for women. However these only has been done in Local government elections in Lesotho. In the parliament elections the system which is used to get women into politics is the zebra proportional representation of man and woman. This however does not manage to get many women in parliament since the first people on the PR lists are the leaders of the political parties and there are no parties led by women in the country. Another barrier to access to decision making still remains enforced by the chieftainship success law which prevents women from becoming successors to the chieftainship throne.



Participants maintained that some of Basotho cultural beliefs and practices impede women to fully participate in decision-making, despite the fact that in recent times Lesotho as a country

is using quota system to increase number of women in decision- making. According to the Basotho customs and practices women are considered as minors and that make it difficult to fully participate in decision-making. Participants further acknowledged that even in their council meeting men are more vocal than women.

Conflict Resolution

Second day of the workshop aims to enable participants to acquire conflict management skills and engagement of women in conflict. The session also aims to encourage participants to include women in conflict management resolution. The following key conflict concepts were comprehensively defined and explain: 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 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 land issues, range management and shared/ scarce resources.

It was through the discussion that I learnt it is normally male councillors that 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:

- Koeneng Councillors/participants fully comprehended the difference between sex and gender, and have reconnoitred 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 and opinions sharing it was apparent that members of the Mapoteng 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 imperative to empower women and allow them to participate equally 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. In the afternoon, on the 3rd November 2015 stage five (Action Planning) workshop commenced.

Annex A:

PROGRAMME

STAGE FOUR: INCEPTION WORKSHOP

KOENENG COUNCIL

2ND -3RD NOVEMBER 2015

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
Key gender concepts			
9:00 – 10:30	Sex and gender	1 hr 30 min	GL
10:30 – 11.00	<i>TEA</i>		All
11.00-11.30	Group work on stereotypes	30 min	Participants
11.30-13.00	Report back and Discussions	1 hr 30 min	GL and Participants
Gender, governance and transformative leadership			
14.00- 14.30	Access, participation, transformative leadership Group work (role plays)	1 hr 30 min	Participants & GL
14.30 -15:00	Report back	30 min	Participants
15:00-16:00	Plenary discussions	1hr	GL
DAY TWO:			
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 and Participants
10.30-11.00	<i>TEA</i>	30 min	
11.00 – 12.30	Resolving conflict	1 hour	GL
12.30-13.00	CLOSURE	30 min	Council Chairperson

Annex B

PARTICIPANTS LIST

NAMES	SEX	DESIGNATION	COUNCIL	CONTACTS
1. Mosalasuping Liphapang	M	Councillor	Koeneng	57586747
2. Leloko Nkhahle	M	Councillor	Koeneng	59738140
3. Koos Ramoqopo	M	Councillor	Koeneng	57170751
4. Mapotsane Kou	F	Councillor	Koeneng	50043456
5. Marethabile Selialia	F	Councillor	Koeneng	57169366
6. Matseko Letsoela	F	Councillor	Koeneng	58122700
7. Maphakiso Lenkoe	F	Councillor	Koeneng	59142305
8. Mampine Peete	F	Councillor	Koeneng	59781144
9. Ramakesane Mokone	M	Councillor	Koeneng	57150556
10. Pheta Letsoela	M	Councillor	Koeneng	63822929
11. Kefeletsoe Phori	M	Councillor	Koeneng	59446073
12. Boshokane Hlajoane	M	Councillor	Koeneng	50156785
13. Maliehe Motseki	M	Councillor	Koeneng	58010948
14. Mokotjomela Rantso	M	Councillor	Koeneng	58470437
15. Mokotjomela Mokotjomela	F	Councillor	Koeneng	63086799
16. Boshokane Peete	F	Councillor	Koeneng	58042310
17. Mosotho Mokorotlane	M	Councillor	Koeneng	50053627
18. Kabelo Rabuke	M	CCS	Koeneng	66900803
19. Mamoloko Sehlabi	M	AAO	Koeneng	59164313
20. Maliteboho Ntabanyane	F	Cleaner	Koeneng	59744206
21. Makhala Monyako	F	Accounts Clerk	Koeneng	63209122
22. Pitso Maphea	M	Clerical Assistance	Koeneng	58449987
23. Ntolo Lekau	F	PO	GL	58459182
24. Manteboheleng Mabetha	F	CM	GL	58932306

GENDER DISAGGREGATION

Participants	Male	Female
24	13	11
100%	54%	46%