

## REPORT

### CENTRES OF EXCELLENCE STAGE FIVE REPORT



**Country** : Lesotho  
**COE** : Koeneng Community Council  
**District** : Berea  
**Dates** : 3<sup>rd</sup> – 5<sup>th</sup> November 2015  
**Venue** : Koeneng Council Offices  
**STAGE** : FIVE



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## **EXECUTIVE SUMMARY**

The report provides information on the workshop held at Koeneng community council in Berea district. The workshop was held from 3<sup>rd</sup> – 5<sup>th</sup> November 2015. The councillors were taken through stage five of the new COE manual. Stage five is an Action Planning workshop that is aimed to enhance understanding of councillors on the following issues: practical and strategic gender needs, gender mainstreaming, gender blind and gender aware policies, gender disaggregated data, gender budgeting, the unwaged work of women, care work, gender and local economic development, strategies for local economic development, impact of climate change on gender, and the key GBV provisions in the SADC Protocol on Gender and Development.

All the seventeen Councillors of Koeneng community council participated in the workshop. As indicated on the attached participants' lists (**annex B**) twelve male councillors, five female councillors and five staff members, 3 female and 2 males participated the training.

## **BACKGROUND**

Koeneng community council is found in the district of Berea and is situated at Bela Bela which borders Leribe and Berea. Stage V is a follow up stage IV(inception) that was completed earlier. 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 2 days and half days, from the 3<sup>rd</sup> – 5<sup>th</sup> November 2015. The new COE training manual on gender mainstreaming in local government was used as a guide throughout the entire workshop. The training covered all the modules under stage five. **See Annex A.**

## **Stage V workshop**

As already mentioned a two and half- day Stage V workshop, was held at Koeneng council offices from the 3<sup>rd</sup> -5<sup>th</sup> November 2015.

## **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.

### ***Discussions***

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 ECONOMY**

The topic was started by doing two exercises in the training manual, namely: 'The lie in the land' and a job advert for the housewife. This two exercise assisted participants to realise that although most of the women as compared to men spend most of their time doing multiple roles such as fetching water, gardening, harvesting the crops, caring for the sick & aged and cooking; such work is unwaged work. The nature of work that women do also impacts on the kind of work that they tend to take in the formal economy which are of a care nature. Men on the other hand tend to take jobs that are of a control nature such as management, finance defence and security and politics. All this jobs taken by men are often better paying than those taken by women.

### ***Discussions***

The councillors believed that the fact that women are the ones that are mostly involved in unpaid work is unfair; therefore unpaid work of women such as care work should be remunerated. Lesotho should draw care work policies (gender aware policies), and such policies should be effectively implemented. Participants also mentioned that the council should encourage equal involvement of men in care work/ home based care.

### **Local economic development**

The relevance of SADC Protocol provisions on reproductive resources and employment were clearly reflected. To enrich understanding of participants on community productive resources and employment the 'WAKE UP model exercise' was utilised. Participants were divided into groups to identify the products made or services offered by women in their communities; how those products or services benefit the greater communities; if local government should be assisting women who produce or provide these types of services; and what kind of support they think local councils should give women.

The concept local economic development was well-defined. Participants also identified the barriers to women economic participation and the strategies that the council could implement to address the identified barriers and advance women's participation at the local level.

### ***Discussions***

The participants mentioned that women economic participation is minimal because they do not have adequate skills or experience to run projects or businesses, they have little or no funding and they are still unable to access funding from the banking institutions, as financial sectors still discriminate against women when they apply for funding. The discrimination that women experience in Lesotho has been escalated by the laws that have been prevailing in Lesotho that defined women as legal minors. Even though the Legal Capacity of Married persons has been enacted most women are still not aware of their rights and still take themselves as minors. The councillors maintained that they have to create more awareness about the economic rights of women. Therefore there is a need to overcome barriers to women economic development and offer business training to women who are interested in business.

### **Sustainable development (climate change)**

The concepts climate change and sustainable development were evidently defined. Examples of climate change occurrences and causes of climate change were identified. The discussion also focused on the impact of climate change in Southern Africa such as constrained agricultural production, increasing food crises, changing weather and rainfall patterns, prolonged droughts and increasing water stress. The discussions also explained how climate change is a gender issue and ways of addressing climate change.

## ***Discussions***

The discussions clearly demonstrated that participants grasped that climate is a gender issues, and that women are more vulnerable to the effects of climate change as women constituent the majority of the poor and rely on natural resources. For instance the destroying of nearby forests and dried up rivers force women and girls to walk long distances to fetch water and firewood and could expose them to the risk of being attacked and raped. Therefore the councillors mentioned that there is a need to inform communities about climate change, their impact and how it could be addressed. The councillors also stated that they will engage in the processes of water collection during the rainy seasons so that they will be enough during the drought in order to address the issue of water shortages.

## **Gender Based violence**

Last day of the workshop aimed to enhance participants understanding of SADC Gender protocol provisions on gender based violence (GBV). The councillors discussed the protocol provisions, and analysed how the provisions are relevant to their council. Discussions also addressed areas such as if GBV is an issue for Mapoteng Council; what programmes have been embarked to address GBV.

## ***Discussions***

Throughout their discussions it was evident that the councillors work closely with local authorities such as police to address and deal with incidences of GBV. Councillors also mentioned that their action plan will be gender aware and gender sensitive. They also stated that social inclusion programmes and sensitizing communities about GBV prevention and human rights would curb incidences of GBV in their communities. The councillors also committed to engage in campaigns such as the sixteen days of activism against gender based violence commemorated annually from the 25<sup>th</sup> November to 10<sup>th</sup> December.



## **Action Planning**

After completion of the stage V workshop the councillors preceded to do the council gender action plan.

## **OUTCOMES**

The following are the outcomes of the workshop:

- Koeneng Councillors understand the various types of institutional mechanisms for promoting gender equality; their advantages and disadvantages; and how they form part of a Gender Management System (GMS).

- The participants understood the importance of gender budgeting and were shown practical steps on how to have a gender sensitive budget.
- Participants can identify care work issues and integrate care work into the councils' programmes.
- Participants can identify and implement strategies for addressing gender concerns throughout the Local Economic Development processes.
- Local government stakeholders can identify and address the different needs and priorities of women and men around issues of climate change.
- Councillors understand why gender based violence should be addressed at the local level and what the role of local government is in addressing GBV.

## **CONCLUSIONS**

The above mentioned objectives of the training were fully achieved, and through discussions and opinion sharing it was apparent that members of the Koeneng 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.

## **WAY FORWARD AND RECOMMENDATIONS**

The councillors will continue to disseminate the message to the communities during their meetings and public gatherings.

**Annex A:**

**PROGRAMME**

**STAGE FIVE: ACTION PLANNING WORKSHOP**

**KOENENG COUNCIL**

**3<sup>RD</sup> -5<sup>TH</sup> NOVEMBER 2015**

<b>DAY/TIME</b>	<b>ACTIVITY</b>	<b>TIME</b>	<b>WHO</b>
<b>Gender Policy and planning concepts</b>			
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 & Participants
15:30 – 16:00	<i>Plenary discussions</i>	30 minutes	All participants
<b>DAY TWO:</b>			
<b>Gender and the economy</b>			
8.30 – 9.00	Eyes and ears, recap	30 minutes	Councillor
9.00 – 10:30	The unwaged work of women/ care work	1 hr 30 min	GL & Participants
10.30-11.00	<b>TEA</b>	30 minutes	
<b>Local Economic Development</b>			
11.00 – 13.00	Gender and local economic development Strategies for local economic development	2 hours	GL & Participants
13.00 – 14:00	<b>LUNCH</b>	1 hour	
<b>Sustainable Development (climate change)</b>			
14:00 – 16:00	Definitions/background Impact of Climate change on gender	2 hr 30 min	GL & Participants
16:00	<b>CLOSURE</b>		All participants
<b>DAY THREE</b>			
8:00- 8:30	Eyes and ears, recap	30 min	Councillor
<b>Gender Based Violence</b>			
8:30 -10:45	Key GBV provisions in the SADC Protocol on Gender and development GBV as a key service delivery issue	2 hr 15 min	GL & Participants
10:45 -11:00	Break	15 min	All
11:00 – 13:00	Council Gender Action Plan	2 hrs	GL and Councillors
13:00- 14:00	Lunch	1 hr	All
14:00-15:30	Council Gender Action Plan cont.	1hr 30 min	GL and Councillors
15:30-14:00	Closure and way forward	30 min	GL and Participants

## 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 Ramogopo	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. Mantebohelong Mabetha	F	CM	GL	58932306

### GENDER DISAGGREGATION

Participants	Male	Female
<b>24</b>	<b>13</b>	<b>11</b>
<b>100%</b>	<b>54%</b>	<b>46%</b>