

REPORT

CENTRES OF EXCELLENCE STAGE FOUR REPORT



Country : Lesotho
COE : Motanasela Community Council
District : Berea
Dates : 26th-27th October 2015
Venue : Motanasela Council Offices





Ministry of Gender, Youth
Sports and Recreation



Gender Links

TABLE OF CONTENTS	PAGES
Executive summary	3
Background information	3
Objectives	3
Process/activities	3-5
Outcomes	5
Conclusions	5
Way forward	5
Annexes	6-7
• Annex A	<i>Programme</i>
• Annex B	<i>Participants list</i>

Executive summary

The report pursues to provide information on the workshop held at Motanasela council in the Berea district. The one and half day's workshop, which is COE stage 4 was held using the new training manual. This was a follow up to the two stages done earlier as to familiarise and inform all councillors about the gender concepts.

Background

The Motanasela council is situated at the Sefikeng near the Metolong dam and is found in the Berea district. It is one of the COE council that joined COE process in 2015 and has successfully gone through stages one two. The one and half day workshop was attended by 24 participants of which 13 were men and 11 were women. **Annex B**

The one and half days workshop conducted for councillors from the 02nd – 03rd November 2015. The COE training manual on gender mainstreaming in local government was used as a guide tool throughout the workshop. The councillors were taken through the modules under stage 4. **See Annex A.**

Objectives

The workshop was conducted as follow up to stage 1 and 2 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 and their daily work.

Process/activities

The stage 4 was done in one and half days where participants were briefly taken through stages 1 and 2 once again so as to highlight what the workshop is going to be on and to analyse whether their daily work is gender sensitive and finally to sustain their buy in.

Key Gender Concepts

The councillors were introduced to the key gender concepts of which they were required to present their expectations, then after they were given an exercise on sex and gender roles. After the exercise the Participants were introduced to the key gender concepts Sex, Gender and gender roles. Sex was defined as describing the biological differences between men and women such production of sperm for man and becoming pregnant and bearing and breast for women. Gender was defined as the socially constructed differences between men and women which can change over time, and which vary within a given society from one society to the next. The gender stereotypes and factors perpetuating stereotyping were also discussed. 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 as they feel it is their job

as women and feel that they cannot expect men to help them. 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.

Discussions

The councillors appreciated the new knowledge and noticed that sex and gender are completely different concepts. However most of the participants indicated that they are already aware that gender roles can be changed between men and women. The participants showed that gender stereotypes are becoming less and less in the communities because men are beginning to notice that not all believes and old practices are meaningful to their lives and that women can play an important role in providing for their families.

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 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 or if it was just increase number of women.

Discussions

The participants analysed the situation of Lesotho in terms of access. They maintained that Lesotho is ruled using a dual system of chieftainship and politics. The chieftainship is still not yet accessible because according to the chieftainship Act of 1968 the successor to the chieftainship throne is the first born male child. This act still denies the girl children an opportunity to succeed their parents who were chiefs. This also has impact on the wives of chiefs who after the passing of their husbands can only hold the chieftainship throne until the first born son has reached an adult age. Once the son reaches the adult age the mother has to step down. On the politics side, they maintained that parliament is still not that accessible when looking at the numbers of women in parliament. This is because even though men and women are allowed to contest for elections, there has not been any effort to include women in politics like is the case with local government elections. With the local government elections there was a quote of 30% constituencies allocated to women and this saw Lesotho getting 58% women in local councils. On the second local government elections there were additional seats allocated to women by proportional representation and the result was 49% representation of women in local government.



Conflict Resolution

In this module participants were furnished 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.

Conflict was defined as a disagreement through which parties involved perceive a threat to their well-being which is either physical, emotional, or a threat to one's power or status. Conflict resolution is a wide range of methods used to address conflict. These methods are employed in conflicts and at inter-personal, inter-group or inter-state level. Conflict resolution is aimed at finding means of resolving a given conflict or continuing it in less destructive forms.

Participants were separated into group discussions to identify their work as council and tasked to identify different kinds of conflicts at local and community level that can arise. This is because conflict arise within any environment where people interact with each other and share resources. The participants discussed that conflict resolution is about rights, responsibility, relationship, reconciliation and restoration.

Discussions

Participants discussed that the session equipped them with skills on how to deal with different kinds of conflicts in their work as they believe that conflicts are very serious in their daily work and are the ones that make their work very impossible. They mentioned that the most serious conflicts within their area were land and range management. They have learned many skills on how best they can solve these conflicts as they do their work. Participants closed this module in agreement that communication between affected parties is very important.

Outcomes

At the end of the workshop participants were able to gain information on foundation of sex, gender concepts and stereotypes. Knowledge on how to relate all that has been taught to conflict resolution at the local level. Discussions on transformative leadership inspired them so much as some of them did not have hope as they felt like there was nothing that they could do concerning conflicts.

Conclusions

Motanasela community council needs to work very hard as to mainstream gender in all their work. This is because councillors agreed that all people are needed to actively participate in development and their needs to be addressed in all spheres of development.

Way forward and recommendations

The councillors will continue to further publicize messages to the communities during their village public gatherings. The stage five workshops on action planning will presume after lunch.

Annex A:**PROGRAMME****STAGE FOUR: Inception****02nd -03rd NOVEMBER 2015**

DAY/TIME	ACTIVITY	TIME	WHO
DAY 1:			
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	GL Officer
Key gender concepts			
9:00 – 10:30	Sex and gender	1 hr 30 min	GL Officer
10:30 – 11.00	<i>TEA</i>	30 min	All
11.00-13.00	Group work on stereotypes	2 hours	GL 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	Plenary discussions	1 hr	Participants
13:00 – 14:00	<i>LUNCH</i>	1 hr	All
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 Officer
10.30-11.00	<i>TEA</i>		
11.00 – 12.30	Resolving conflict	1 hr 30 min	GL Officer
12.30-13.00	<i>LUNCH</i>	1 hr	All

Annex B

PARTICIPANTS LIST

NAMES	SEX	DESIGNATION	COUNCIL	CONTACTS
1. Batsie Ramaisa	M	Councillor	Motanasela	63509007
2. Masechele Mohapi	F	Councillor	Motanasela	58442826
3. Sebjoa Setloboko	M	Councillor	Motanasela	57992277
4. Lesetla Seutloali	M	Councillor	Motanasela	58475362
5. Makopano Moshoeshoe	F	Councillor	Motanasela	58438312
6. Manako Motsoto	F	Councillor	Motanasela	58586665
7. Lebelo Lebelo	M	Councillor	Motanasela	59571818
8. Mamokhethi Mateusi	F	Councillor	Motanasela	56277516
9. Mantsane Apolosi	F	Councillor	Motanasela	57377864
10. Matsepiso Macheli	F	Councillor	Motanasela	58515381
11. Malikonopo Thamae	F	Councillor	Motanasela	57235222
12. Litsebe Masupha	M	Councillor	Motanasela	59869418
13. Moeketsi Moletsane	M	Councillor	Motanasela	67192167
14. Molefi Masupha	M	Councillor	Motanasela	
15. Pheta Moopisa	M	Councillor	Motanasela	
16. Monti Molojoa	M	Councillor	Motanasela	
17. Pule Pule	M	Councillor	Motanasela	59677104
18. Mapaballo Tsela	F	Councillor	Motanasela	
19. Lebohang Makhetha	M	AAO	Motanasela	57389794
20. Molelekoa Mafitoe	M	CCS	Motanasela	62750122
21. Mashea Litseko	M	Messenger	Motanasela	58513865
22. Maphoka Monyane	F	OA	Motanasela	57900647
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%

