

REPORT

CENTRES OF EXCELLENCE STAGE FIVE REPORT



Country : Lesotho
COE : Lilala Community Council
District : Maseru
Dates : 23rd- 25th June 2015
Venue : Lilala community council boardroom
STAGE : FIVE





Ministry of Gender, Youth
Sports and Recreation



Gender Links

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EXECUTIVE SUMMARY

The report provides information on the workshop held at Lilala Community Council in Maseru district, from 23rd- 25th June 2015. The councillors were taken through stage five of the new COE manual. Stage five is an Action Planning workshop that 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.

BACKGROUND

Lilala community council is situated in the outskirts of Maseru. Lilala community council is one of the chosen Centres of Excellence (COE) councils in 2015. Stage V is a follow up stage IV (Inception workshop) that took place from the 22nd -23rd June 2015. The inception workshop covered the following topics: key gender concepts, gender and governance and conflict resolution.

Stage V workshop

As already mentioned a two and half- day Stage V workshop, was held at Lilala community council Maseru from the 23-25 June 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

The workshop was official opened by the chairperson Mrs Mamoliehi Ponea, she welcomed GL staff and expressed their deepest gratitude for having been chosen to form part of the COE councils. The rules and regulations for the workshop were set which were not different from the once of the previous workshop. The participants gave their expectations of the workshop. The objectives of the workshop were given. Recap of what was learned on the previous workshop was done in which the participants seem to have grasped a lot of what was done.

Gender policy and planning concepts

This was preceded by the exercise on practical and strategic gender needs. Practical and strategic gender 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.

GENDER AND ECONOMY

The issues of care-giving was discussed and the importance of involving men and women with care-giving work. The participants identified the challenges faced by care-givers; emotionally, physically and in other cases economically. To identify the challenges the exercise called 'The lie in the land' was given to the participants. The participants examined why gender is an issue in local government by reviewing what they have learned and comparing it with their responsibility as the council. The regional and international commitments aimed at advancing the rights and status of women in the country were dealt with, among them Convention of the Elimination of all forms of Discrimination against Women (CEDAW), the Beijing Platform for Action (1995), the millennium Development Goals (MDG's) and SADC Protocol on gender and development

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. 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)

During the third day of the workshop the issues of gender and climate change were discussed, looking into what is climate change and how it affects women more than men. The participants identified the link between climate change and sustainable development.

THE FOLLOWING STRATEGIES WERE IDENTIFIED AS CAN HELP TO REDUCE VULNERABILITY TO CLIMATE CHANGE

- a. Engage in small scale agriculture projects
- b. Plant trees at their homes
- c. Preserve the environment
- d. Prevent soil erosion

The participants identified that effects of climate change impact differently on women and men, women are affected more because of the division of labour in the



families. The participants came up with the following points:

HOW CLIMATE CHANGE AFFECT MEN

- i. Culturally men are the bread winners in the family, if there is no food in the family, the wife and children tend to them for food, in response to the problem of inability to provide for the family they became violent.

- ii. Inability of a man to provide for the family undermines his abilities, energy and lowers his self- esteem and mostly makes him violent.

HOW CLIMATE CHANGE AFFECT WOMEN

- i. When the members of the family are sick because of dirty environment women become care givers.
- ii. It is the responsibility of the women to provide food for the family; if there is no food children and the spouse tend to them for what to eat.
- iii. In the cases where there is shortage of fuel it is the responsibility of the women to gather wood to provide for the family.
- iv. They are usually the victims of violence when there are problems.

GENDER BASED VIOLENCE

The issues of GBV were discussed that is different types of violence: physically, economically, sexually and emotionally/ psychologically and also Human Trafficking. The causes of GBV and the results of GBV were discussed. The following strategies were identified as ways which can help to reduce SGBV.

1. Reduce poverty by encouraging, helping and training women to start their own small scale businesses.
2. Sensitize people on SGBV through
 - Public gatherings
3. Work with religious leaders
4. Commemoration of international GBV awareness campaigns e.g 16 days of activism against GBV
5. Encourage and assist the victims of violence to report to the following institutions to get help
 - Support and counseling units: Lapeng Care Centre, CGPU nearest police station(flight one), Department of Gender in their district

- Health Care: nearest clinic
- Legal assistance: legal Aid Unit, victims of crime support unit

OUTCOMES

The following are the outcomes of the workshop:

- Lilala community 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 Lilala community 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 using public gatherings. They urged Gender Links to continually visit the council in order to check the progress that the council is making towards the gender action plan implementation.

Annex A:**PROGRAMME****STAGE FIVE: INCEPTION WORKSHOP****LILALA COMMUNITY COUNCIL****23rd – 25th JUNE 2015**

DAY/TIME	ACTIVITY	TIME	WHO
DAY ONE:			
Gender Policy and planning concepts			
14:00 – 16:30	Practical and strategic gender needs Gender mainstreaming Gender Blind and Gender aware policies Gender disaggregated data Gender budgeting	1 hr 30 min	CM & Participants
16:30 – 17:00	<i>Plenary discussions</i>	30 minutes	All participants
DAY TWO:			
Gender and the economy			
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	CM & Participants
10.30-11.00	TEA	30 minutes	
Local Economic Development			
11.00 – 13.00	Gender and local economic development Strategies for local economic development	2 hours	CM & Participants
13.00 – 14:00	LUNCH	1 hour	

DAY/TIME	ACTIVITY	TIME	WHO
Sustainable Development (climate change)			
14:00 – 16:30	Definitions/background Impact of Climate change on gender	2 hr 30 min	PO & Participants
16:00	CLOSURE		All participants
DAY THREE			
8:00- 8:30	Eyes and ears, recap	30 min	Councillor
Gender Based Violence			
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	CM & Participants
10:45 -11:00	TEA	15 min	
11:00 – 13:00	Gender Action plan	2 hrs	CM & Participants
13:00- 14:00	LUNCH	1 hr	ALL
14:00-15:00	Gender Action plan continued	1 hr	
15:00-15:30	Way forward and Closure	30 min	CM & Council Chairperson

ANNEX B**VENUE: Lilala Community Council****EVENT: STAGE 5 WORKSHOP****DATE: 23-25 JUNE 2015**

	Name	Surname	Organization /Council	Designation	SEX (M/F)	Cell Phone
1	Mamoliehi	Mokotla	Lilala	Councilor	F	56598658
2	Lebohang	Apell	Lilala	Councilor	M	63255286
3	Mohapinyane	Tlali	Lilala	Councilor	M	58745486
4	Chatsa	Hlalele	Lilala	Councilor	M	59611411
5	Liau	Ntuta	Lilala	Councilor	M	58827556
6	Manthati	Mokokoane	Lilala	Councilor	F	63383536
7	Mamoliehi	Ponea	Lilala	Councilor	F	64048642
8	Lereng	Lefata	Lilala	Councilor	M	57238827
9	Sekhonyana	Letsie	Lilala	Councilor	M	58468592
10	Malisema	Moneri	Lilala	Councilor	F	63344930
11	Mankhabusi	Mphou	Lilala	Councilor	F	58786693
12	Mamakhele	Ramokete	Lilala	Councilor	F	59572104
13	Moeti	khojane	Lilala	Councilor	M	57115527
14	Malibuseng	Montoeli	Lilala	CA	F	58066780
15	Mathapelo	Lentoa	Lilala	Cleaner	F	57025511

16	Tsepiso	Mohajane	Lilala	CCS	F	62023654
17	Kananelo	Shea	Lilala	AAO	M	58973617
18	Mamolibeli	Ngakane	MGYSR	PDGO	F	58854132
19	Peter	Motsoahae	MGYSR	Driver	M	62787800
20	Mantebohelong	Mabetha	GL	C.M	F	58932306
21	Ntolo	Lekau	GL	P.O	F	63780628

Sex disaggregated data

Men	Women	Total
9	12	21
43%	57%	100%