

## REPORT

### CENTRES OF EXCELLENCE STAGE FOUR REPORT



**Country** : Lesotho  
**COE** : Hleoheng Community Council  
**District** : Leribe  
**Dates** : 24<sup>th</sup> – 25<sup>th</sup> August 2015  
**Venue** : Hleoheng Community Council  
**STAGE** : FOUR





Ministry of Gender, Youth  
Sports and Recreation



Gender Links

<b>TABLE OF CONTENTS</b>	<b>PAGES</b>
Executive summary	3
Background information	3
Objectives	3
Process/activities	4-5
Outcomes	5
Conclusions	6
Way forward	6
Annexes	7-8
• Annex A	<i>Programme</i>
• Annex B	<i>Participants list</i>

## **EXECUTIVE SUMMARY**

The report provides information on the workshop held at Hleoheng council in Leribe district, from 24<sup>th</sup> –25<sup>th</sup> August 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.

Thirteen Hleoheng Community Councillors and two staff members actively participated in the workshop. As indicated on the attached participants' lists (**Annex B**) five female councillors, eight male' councillors and four staff members, two males and two females participated in the training. The workshop was held at Hleoheng community council offices.

## **BACKGROUND**

Hleoheng community Council is situated in Hleoheng village near Maputsoe town in the district of Leribe. It is one of the four councils that have accepted to become part of the Centres of Excellence in Leribe in 2015. Leribe is one of the districts with the largest number of community councils with 13, of which 8 are now part of the COE process.

Stage IV is a follow up stage I (management meeting), stage II (situational analysis), that took place in February this year. Both political and management teams of Heoheng Council welcomed CEO process, and indicated that they would like to mainstream gender issues and concerns in their development planning. At that meeting, Gender Links undertook the gender audit of the council (situational analysis), administered Monitoring and Evaluation (M and E) tools including the local government score card and the council had a baseline score of 46%.

### ***Stage IV workshop***

As already mentioned a one and half day Stage IV workshop, was held at Hleoheng council offices from the 24<sup>th</sup> -25<sup>th</sup> August 2015.

## **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 Hleoheng community Council.
- To inspire leadership for the process of change ahead through a discussion on transformative leadership.
- To relates all these concepts to the conflict resolution at the local level, especially the conflict that arises because of the change.

## **PROCESSES OR ACTIVITIES**

### **DAY ONE**

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, and respect that was expected to be demonstrated by all participants. Thereafter above – mentioned objectives of the workshop were unambiguously stated (**refer to Annex A**).

#### **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 pointed out that most gender stereotypes are already coming to an end in their villages as people are becoming more aware of issues of gender equality. Women and men are now sharing roles within the home and the community. They 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 and Governance***

Participants were also introduced to the following concepts: gender and governance. 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. In nutshell, councillors were encouraged to equally participate in decision-making.

### ***Discussions***

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.

## **DAY TWO**

### **Conflict Resolution**

Last 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, shared/ scarce resources. It was through the discussion that the councillors pointed out that 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:

- Hleoheng community 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 Hleoheng community 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 25<sup>th</sup> August 2015 stage five (Action Planning) workshop commenced.

# PROGRAMME

## STAGE FOUR: INCEPTION WORKSHOP

### HLEOHENG COMMUNITY COUNCIL

24<sup>TH</sup> -25<sup>TH</sup> AUGUST 2015

DAY/TIME	ACTIVITY	TIME	WHO
<b>DAY ONE:</b>			
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	CM
<b>Key gender concepts</b>			
9:00 – 10:30	Sex and gender	1 hr 30 min	CM
10:30 – 11.00	<i>TEA</i>		
11.00-13.00	Group work on stereotypes	2 hours	Participants
	Report back		Participants
<b>Gender, governance and transformative leadership</b>			
14.00- 15.30	Access, participation, transformative leadership Group work (role plays)	1 hr 30 min	Participants/ CM
	Report back		Participants
15.30 -16.00	<i>TEA</i>		
16.00- 16:30	Plenary discussions	30 min	
<b>DAY TWO:</b>			
<b>Conflict resolution</b>			
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	PO
10.30-11.00	<i>TEA</i>	30 min	
11.00 – 12.30	Resolving conflict	1 hour	PO
12.30-13.00	CLOSURE	30 min	Council Chairperson

## PARTICIPANTS LIST

NAME	SEX F/M	ORGANISATION	DESIGNATION	PHONE
1. Maliepollo Makhetha	F	Hleoheng Council	Councillor	64046779
2. Ramohapi Ramosoeu	M	Hleoheng Council	Councillor	59660163
3. Bothata Makhetha	M	Hleoheng Council	Councillor	57147962
4. Mamothimkulu Nyamane	F	Hleoheng Council	Councillor	65003631
5. Lebohang Mazisa	M	Hleoheng Council	Councillor	57411709
6. Ben Matasane	M	Hleoheng Council	Councillor	58441755
7. Masekese Taeli	F	Hleoheng Council	Councillor	57420319
8. Matomela Mokhethi	M	Hleoheng Council	Councillor	59670043
9. Thoriso Sekoli	M	Hleoheng Council	Councillor	58072989
10. Mabafokeng Matsela	F	Hleoheng Council	Councillor	57503602
11. Lerole Tlali	M	Hleoheng Council	Councillor	59740695
12. Maletsabisa Molapo	F	Hleoheng Council	Councillor	59656524
13. Pitso Nkhekhe	M	Hleoheng Council	Councillor	67940428
14. Mothibeli Khooa	M	Hleoheng Council	AAO	62132048
15. Mamontseng Sello	F	Hleoheng Council	CCS	58795626
16. Tiisetso Litelu	M	Hleoheng Council	Messenger	50848639
17. Ntsoaki Pitso	F	Hleoheng Council	Accounts Clerk	63571988
18. Mathabo Ramollo	F	MGYSR	PDGO	63009220
19. Ntolo Lekau	F	GL	PO	63780628
20. Manteboheleng Mabetha	F	GL	CM	62932306

## GENDER DISAGGREGATION

Participants	Male	Female
	<b>10</b>	<b>10</b>
<b>100%</b>	<b>50%</b>	<b>50%</b>



