

REPORT

CENTRES OF EXCELLENCE STAGE FOUR REPORT



Country : Lesotho

COE : Lilala Community Council

District : Maseru

Dates : 22nd – 23rd June 2015

Venue : Lilala community council boardroom

STAGE : FOUR





Ministry of Gender, Youth
Sports and Recreation



Gender Links

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EXECUTIVE SUMMARY

The report seeks to provide information about the workshop of the Lilala Community Council which was held on the 22nd- 23rd June 2015 at Lilala Community Council boardroom. Stage 4 workshop took place in one and half days. There were a total of 13 councilors, of which 6 were female and 7 were male, who participated in this workshop including 3 female staff members and 1 male staff members, see **Annex A** for a detailed participants list. The councillors were taken through stage four of the new COE manual. Stage four is an inception workshop that aimed to enhance understanding of councilors on the following issues: Key Gender Concepts; Gender, Governance and Transformative Leadership; and Conflict Resolution.

BACKGROUND

Lilala Community Council situated in the rural areas in the outskirts of Maseru city.

Lilala Community Council is one of the chosen Centres of Excellence (COE) in 2015. Stage IV is a follow up stage I (management meeting), stage II (situational analysis) which were held in February this year.

Stage IV workshop

As already mentioned a one and half days Stage IV workshop, was held at Lilala community council boardroom on the 22nd- 23rd June 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 Lilala 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

Stage IV, Inception Workshop program was facilitated within one and half days. The training started with a prayer, and registration of participants.

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 Country Manager briefed the participants about the objectives of the workshop then after the participants raised their expectations on the workshop and set the ground rules which include punctuality, and respect that was expected to be demonstrated by all participants.

Key gender concepts

During this day the participants were introduced to gender concepts: sex, gender, gender equality, gender equity, and gender division of labor, sex roles and stereotypes. The factors which fuel and influence gender stereotypes were identified and discussed. Those included custom, culture and religion, resistance to change and misconceptions on gender issues. The following learning methods were used group work, role plays, experiences sharing and group discussion in order to understand the issues.

Discussions

Participants strongly believed education is one of the strategies that could be used to get rid of stereotypes that belittle women. They identified media as the major tool which can be used because many people can be reached within a short time. They also became aware that informed media houses can be helpful therefore suggested that they should be trained as media have influence on people. The participants were aware that they should also hold public gatherings to raise gender awareness in the community.



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 seats reserved for women. That is councillors were encouraged to equally participate in decision-making.

Discussions

The participants came into conclusion that leadership is not only men's territory but every person can be a leader regardless of gender, also identified the challenges which face women

leaders including culture, socialization, media and religion. The participants came up with strategies that can be used to deal with those challenges. They are aware that affirmative action on its own is faced with misunderstanding hence why parties and the country put quotas to help women to be elected for leadership positions but the representation of women in leadership positions is still not significant, they made an example of the Lesotho present parliament and cabinet as an example which came after 2015 national elections. The participants found it necessary to remove barriers for effective participation of women.

CONFLICT RESOLUTION

On the second day of the workshop the participants were introduced to conflict management skills and engagement of women in conflict. The session was to encourage participants to include women in conflict management resolution. The following key conflict concepts were comprehensively defined and explained: 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.

However through the discussion it was evident 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:

- Lilala community Councillors comprehended the difference between sex and gender, and have discovered 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 role-plays, group work and opinions 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 to become aware of the impact of gender issues and concerns on their daily work. They also realised that it is essential 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. The stage 5 workshop will follow after lunch.

ANNEX A

PROGRAMME

STAGE FOUR: INCEPTION WORKSHOP

LILALA COMMUNITY COUNCIL

22 – 23 June 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	CM
Key gender concepts			
9:00 – 10:30	Sex and gender	1 hr 30 min	CM
10:30 – 11:00	<i>TEA</i>		
11:00-12:00	Group work on stereotypes	1 hr	Participants
12:00-13:00	Report back	1 hr	Participants
Gender, governance and transformative leadership			
14:00- 15:00	Access, participation, transformative leadership Group work (role plays)	1 hr	Participants/ CM
15:00-15:30	Report back	30 min	Participants
15.30 -16.00	<i>TEA</i>		
16:00- 16:30	Plenary discussions	30 min	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	PO

DAY/TIME	ACTIVITY	TIME	WHO
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

Annex B**VENUE: Lilala Community Council****EVENT: STAGE 4 & 5 WORKSHOP****DATE: 22-23 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	Manteboheleng	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%