

REPORT

CENTRES OF EXCELLENCE STAGE FIVE REPORT



Country : Lesotho

COE : Seate Community Council

District : Mokhotlong

Dates : 13rd -15th August 2013

Venue : Seate Community Council





Ministry of Gender, Youth
Sports and Recreation



Gender Links

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Executive summary

The report provides information of the workshop held at Seate community council in the Mokhotlong district, during the month of August, from the 13rd -15th 2013. This was the continuation of the stage four that done earlier that day before lunch on the 13rd August 2013.

Background

Seate community council is found in Mapholaneng village in the Mokhotlong district, the population for Seate council 6,987 and joined COE process in June 2013 with 13 women councillors and 14 men. ***Participants list attached as Annex B***

The workshop was conducted for two and half days, from the 13rd -15th August 2013. The new COE training manual on gender mainstreaming in local government was used as a guide throughout the entire those days. All the modules under stage five were covered. ***Programme attached as Annex A.***

The participants were given evaluation forms to determine the value of the workshop and how they can further replicate the process. ***Annex***

This stage is a continuation of the inception workshop on gender concepts; which focused on sex and gender, conflict resolution, gender, governance and transformative leadership. It provides a guiding on gender planning for the purpose of developing the gender mainstreaming action plan.

Objectives

- To progress from gender concepts to gender planning concepts.
- To identify gender issues in the work of the local council.
- To build knowledge and skills on gender and the economy, care work, Gender based violence and gender and climate change.
- To utilize the knowledge gained to develop the council gender mainstreaming action plan for the council

Key Gender Planning Concepts

The program enclosed two and half days of which the first day the gender planning concepts were discussed. The practical gender needs were well-defined as needs that are a response to immediate perceived necessity, identified within a specific context, they are practical in nature and are often concerned with inadequacies in living conditions such as water provisions, health care and employment while the strategic gender needs were also well defined as relating to gender division of labour, power and control and may include such issues as legal rights, domestic violence and equal wages.

Gender and the economy

The participants were asked about the economic activities done by men and women in their community, and whether there is a gap in terms of remuneration between the jobs done by the two sexes. The discussion brought forward the issues thus, there are jobs which are done women only, such as babysitting and work for men only such as herding cattle however, some jobs can be done by both men and women. They maintained that work done by men is more paying than that made by women, and that women do more work in the household than the men, while the household work is not recorded.

Issues of culture arose among the reasons of the gap between the work done by both men and women, however the participants agreed that time has arrived when women should be capacitated to do work which is usually done by men such as construction and transport industry. It was further discussed that policies of the council should ensure that women receive equal opportunity in economic activities to that of men.

Gender and local economic development

The module was started with an explanation of the local economic development as the process of which public, business and non-governmental sector partners work collectively to create better conditions for economic growth and employment generation. It was however emphasised that men seem to be contributing more than women because there are barriers to women's economic participation which include; lack of representation in decision-making, multi- tasking that leaves almost no free time or energy for participation in public affairs, cultural restraints on mobility of women and skills development limited to certain occupations and positions.



The participants were able to show importance of Local economic development and how they can relate it to their council. However they indicated many challenges in this regard which are barriers that hinder women to participate in local economic development. They mentioned that amongst others women are the primary caregivers in their families and therefore they have less time to be involved in the local economy due to other household commitments. They concluded in a note that it is high time that women and men are given equal opportunities to participate in the economic decisions and policies.

Gender based violence

This topic was a well discussed topic, mainly because the participants said that it happens in their areas almost each and every day. The participants gave out examples of gender based violence and they were divided into five main forms which were economic abuse, emotional abuse sexual abuse, physical abuse and human trafficking. They pointed out that they always though human trafficking was a myth until they experienced it in their own council.

Examples of GBV were discussed as follows:

Sexual abuse: rape, holding ones private parts without authorisation, engaging in sexual activity with a child etc.

Physical abuse: using sticks to attack, guns, fights, strangling etc.

Emotional abuse: threats, insults, embarrassment etc.

Economic abuse: lack of support by parents, husband, wife or children over old aged people, property grabbing on vulnerable children, forceful acquisition of ones property by another etc.

Human trafficking: there was only one example given but which could involve many perpetrators, they indicated that it happens when one person deceive other(s) that to leave their place of stay to go to another places, in promise of better life, while in fact the purpose is to exploit the person.

The contention was that even though men are exposed to the different forms of GBV, women and children are the most vulnerable in all cases. The conclusion was that everyone should take a stand to fight GBV in all its forms through dialogue or even conviction where circumstances warrant. The participants were highlighted about the provisions of the SADC protocol to halve the existence of GBV by 2015, and other dates important dates on fighting GBV, such as the 16 days of activism against gender based violence, international days against gender based violence, international disability day, international Aids day, international human rights day, international women's day and the African women's month.

Gender and climate change and sustainable development

The participants were given a task to give examples of the effect of climate change, and they indicated that, the rain come in floods when it comes, when it does not rain it causes a drought, the sun is too hot and when it gets cold it becomes too cold and there is change in seasons of the year and this has caused a problem in terms of food production, water management, even health hazards due to unexpected change in temperatures.

They were then asked to give reasons to this change in climate and they indicated that it is the use of fossil fuels on cars, firms and factories and coal, so many generated dams, some even argued that even burning wood does cause this climate change. The next question was how do we remedy this human destruction on the planet, they indicated that it is through sustainable development; that is ensuring that even the next generation enjoy the beauty and freshness of the earth like us, by growing trees, by using less hazardous fuels such as oil, or even burning tyres which causes a destruction to the environment.

They concluded that women are the ones who bare the majority of the burden of this change in climate since they have the burden to ensure that there is food in the home, while in the other hand they have to provide water for the families and in times of draught it becomes a challenge to women than to men. It was therefore incumbent amongst the council to devise strategies to ensure sustainable development of the environment.

Making Care work count in the local government

This topic was introduced with the question of how many members of care givers are women and men in the council eletrocal divisions nad it came out that most members are only men and that helped to eradicate the perceptions which other people had, some people indicated that care work as well as nursing has always been the work which was suited for women since even in the homes, children care givers are women and not men.The clear explanation had to be taken as to explain that it is only a stereotype that care givers of children can only be women, is some countries there are so many male child caregivers who do the work quite well and so that can also happen in Lesotho and there is a good example of man who is care giver in his village and he has been doing such a great work . It was then concluded that both men and women play crucial roles in providing care work to one another as it is certain that all of us would need care work at a certain stage of our lives, men and women need one another and therefore both men and women should participate in providing care work.

Outcomes

At the end of the workshop participants were able to have gender action plan that it was developed. Gained information gender planning concepts.

Conclusions

The council has been working very hard to mainstream gender in their daily activities even though they were not aware, but after this training councillors will be able to take record of whatever service rendered that include gender mainstreaming.

WAY FORWARD

The councillors will go to the public and share their action plan as to give community members to own the plan and also evaluate if it caters for all of their needs.

ANNEX A

PROGRAMME

**STAGE FIVE: ACTION PLANNING WORKSHOP
SEATE COMMUNITY COUNCIL
13rd -15th 2013**

DAY/TIME	ACTIVITY	TIME	WHO
DAY ONE:			
Gender policy and planning concepts			
14:00– 15:45	Practical and strategic needs Gender mainstreaming Gender blind and gender aware policies	1 hr 45 min	GL Officer
15:45- 16:30	Gender disaggregated data Gender budgeting	45 min	GL Officer
DAY TWO			
8:00 – 8:30	Reflections: Eyes and Ears	30 min	Participants
Gender and the economy			
8:30 – 9:30	The unwaged work for women	1 hr	GL Officer
9:30-10:30	Care work Men and care work		
10:30-11:00	<i>TEA</i>	30 min	All
Local economic development			
11:00- 13:00	Gender and local economic development Strategies for local economic development	2 hrs	GL Officer & Participants
13:00-14:00	<i>LUNCH</i>	1 hr	All

DAY/TIME	ACTIVITY	TIME	WHO
Sustainable development and climate change			
14:00-15:00	Definitions and background Impact of climate change on gender	1 hr	GL Officer & Participants
15:00- 15:30	Group works	30 min	participants
15:30-16:00	Report back	30 min	participants
DAY THREE			
Gender based violence			
8:00-8:30	Reflections: eyes and ears	30 min	Participants
9:00- 10:30	Definitions, causes, types and consequences	1 hr 30 min	GL officer & Participants
10:30-11:00	<i>TEA</i>	30 min	All
11:00-13:00	Local gender action plan		
13:00-14:00	<i>LUNCH</i>	1 hr	All
14:00-15:30	Local gender action plan cont.	1 hr 30 min	participants
15.30- 16:00	Way forward and closure	30 min	GL Officer and chairperson of council

Annex B**PARTICIPANTS LIST**

NAME	SEX F/M	ORGANISATION	DESIGNATION	PHONE
Maboikano Mahasane	F	Seate Council	Councillor	57048172
Tseliso Moahi	M	Seate Council	Councillor	63199183
Mapakalitha Selia	F	Seate Council	Councillor	63603976
Mabuoang Totomana	F	Seate Council	Councillor	63238687
Mathato Mahasane	F	Seate Council	Councillor	63188871
Songoane Lesoetsa	M	Seate Council	Councillor	64047433
Makatlheho Sesioana	F	Seate Council	Councillor	59958162
Mateboho Ts'epe	F	Seate Council	Councillor	63624125
Mareanakoena Phatang	F	Seate Council	Councillor	57212668
Maphehello Marinakhoe		Seate Council	Councillor	59371422
Ts'epang Matakane	F	Seate Council	Councillor	59798328
Materai Sekonyela	F	Seate Council	Councillor	57741239
Mosa Lengoasa	M	Seate Council	Councillor	58076320
Nkolotsane Lesenya	M	Seate Council	Councillor	63761714
Esaia Ts'ebe	M	Seate Council	Councillor	63573257

Maku Nkalai	F	Seate Council	Councillor	63797412
Mphuthi Letsika	M	Seate Council	Councillor	58483281
Matholang Sheoane	F	Seate Council	Councillor	57277849
Ntsane Moseli	M	Seate Council	Councillor	59146243
Maboleli Ntsapi	M	Seate Council	Officer	63120663
Qeho Lenyoluho	M	Seate Council	Councillor	59454559
Masoabi Ts'oeu	F	Seate Council	Officer	64042621
Lefu	M	Seate Council	Councillor	63016011
Makhele Thulosa	M	Seate Council	Councillor	59905748
Rorisang Khits'ane	M	Seate Council	Councillor	63156727
Lethibela Mofelekoane	M	Seate Council	Councillor	59869990
Raie Sekonyela	M	Seate Council	Councillor	57568649
Matumisang Nkalai	F	Seate Council	Councillor	57570522
Masebongile Bambiso	F	Seate Council	Councillor	63338119
Tefo Paahle	M	Seate Council	Councillor	58095045
Teboho Setefane	M	Seate Council	Officer	57120296
Ntolo Lekau	F	Gender Links	PA	22316755
Malepota Mafeka	F	Gender Links	CM	22316755
Tlali	M	Gender Links	Driver	

GENDER DISAGGREGATION		
Participants	Male	Female
34	18	16
100%	53	47

Annex C

EVALUATION FORM
Date: 13rd-15th August 2013
Venue: Seate Community Council

	SCORE OUT OF TEN
1. PROGRAMME DESIGN	69%
2. PROGRAMME CONTENT	62%
3. DOCUMENTATION	60%
4. FACILITATION	67%
5. GROUP WORK	64%
6. OUTPUTS	74%
7. OUTCOMES AND FOLLOW UP PLANS	61%
8. LEARNING OPPORTUNITY	58%
9. NETWORKING OPPORTUNITY	54%
10. ADMINISTRATIVE ARRANGEMENTS	75%
11. OVERALL	64%

GENERAL COMMENTS

Sessions found most useful and why

- Gender and the economy
- Making care work count in the local government
- Gender based violence

Sessions found least useful and why

- None

How will you apply what you have gained from this engagement?

- Through public gatherings

Any other comments