

REPORT

CENTRES OF EXCELLENCE STAGE FOUR REPORT



Country : Lesotho

COE : Seate Community Council

District : Mokhotlong

Dates : 12th -13rd 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 12th -13rd 2013. The councillors were updated about stage 1&2 to ensure their by in, and to enlighten those who were not present during the management meeting between Gender Links and Council management.

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. The new COE training manual on gender mainstreaming in local government was used as a guide throughout those days as a tool guide and the workshop was started by introducing all the modules under the stage 4 as to put all councillors on the same level. **The 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. **Evaluation form summary attached as Annex C.**

Objectives

The workshop was conducted as follow up to stage four;

- 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.

Process/activities

The program covered all those days of the workshop where during the first day, participants were highlighted of the work done previously in the first two stages, basically to analyse the knowledge of the councillors on the SADC protocol on gender and development and to help facilitators where to start the process.

Key Gender Concepts

The first day of the workshop councillors were introduced to the key gender concepts to basically provide them with foundation on sex, gender and gender stereotypes. Participants were divided into groups to share their different understanding of these concepts and they were able to differentiate all those key concepts.

Gender and Governance

Participants were also introduced to the concept on gender and governance, with their three pillars being access, participation and transformation, thus they were more supportive of women involvement in decision making at all levels of leadership. This has been realised by the Lesotho government where during local government elections, different quota systems were used to empower women, and increase their participation however the question still lies as to whether they actively participate in decision making to influence positive transformation or it's just the high number.

Discussions

Participants argued that it has been years to build a culture, it took years and years for Basotho to build a woman to a status of a minor, this has proven to be the downfall of the Basotho nation, however, in the current days when African women are regarded equal in terms of rights to their male counterparts, it would still take years to build the culture and allow both men and women to appreciate to share duties and responsibilities harmoniously.



They further maintained that on governance women have been empowered to take part and be active in decision making however, there are some barriers which seem to hinder women to actively take part, such as culture, where women are still considered as minor and cannot take part in decision making, domestic roles, where they are made to choose between participating in politics and leaving the family alone, women have grown to consider themselves minors hence low esteem and confidence to speak in public.

Conflict Resolution

In this module; participants were equipped 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. Participants were separated into group discussions to identify different conflicts at local and community level especially within their work basing on the service they provide, 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 key components of conflict resolution include information, interaction, interest, impartiality and finally innovation.

Discussions

Participants indicated that mostly conflicts were found to arise from issues of land, and range management the training has highlighted to them the importance of having both men and women councillors to be part of every committee of conflict management to ensure that both needs of men and women are catered for, and to ensure that the tools of conflict management are utilized correctly.

Outcomes

At the end of the workshop participants gained information on foundation of sex, gender concepts and stereotypes. They were able to relate these concepts to the work of councils through discussions on gender and governance. Discussions on transformative leadership inspired them to strive for positive change. Finally, they gained knowledge on how to relate all that has been taught to conflict resolution at the local level, especially where there is change.

Conclusions

The councillors are very happy that they are being capacitated on gender issues which were never in their agenda before. They were not aware how gender can affect their daily work and how important can be to support and empower women to actively participate in issues of development.

Way forward and recommendations

The action planning workshop will follow and the councillors will make a schedule of activities to ensure continuity of the program, they have indicated that they will begin to disseminate the message to the communities even before drafting and adopting the action plan, they were so motivated.

Annex A

PROGRAMME

STAGE FOUR: INCEPTION WORKSHOP

SEATE COMMUNITY COUNCIL

12th -13rd August 2013

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**

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: 12th -13rd 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

- Key gender concepts

Sessions found least useful and why

- Gender and governance because for us as Councillors is very difficult to include gender in our work because of restricted budgets.

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

- Teach people about key gender concepts

Any other comments