



2016 SADC PROTOCOL@WORK SUMMITS AND AWARDS
50/50 by 2030! Empower women, End Violence



Award winners and Runner ups at the 2016 Lesotho Gender Summit: Photo by Ntolo Lekau



Executive summary

QUICK FACTS:

Quick facts:

- **79** participants – **52** Female, **27** male
- **68** entries - women and **25** men, from **43** categories
- **1** Female and **5** male runner ups
- **7** female and **1** male winners
- **5** organisations represented
- **50** councils represented
- **1** faith based organisations represented
- **4** media houses represented

The report seeks to provide information about the 2016 SADC Protocol on Gender and Development summit which was held in Lesotho on the 28th -29th November 2016, see **Annex A**. The summit was held under the banner "**50/50 by 2030! Empower women, End Violence**". The theme of the summit coincided with the Sixteen days of Activism as the event was held in the middle of this annual world campaign. The event was the first after the adoption of the Sustainable Development Goals and the Post 2015 SADC Gender Protocol. Councils have updated their gender action plans, setting new targets and indicators for the Post 2015 agenda. The 2016 SADC Protocol@Work Summits provided a platform for knowledge dissemination and sharing of best practices across between the councils.

Applications were received from all the 50 local councils that form part of the Centers Of Excellence for Gender in Local Government. Other applications received included emerging entrepreneurs, Economic justice, 50/50 campaign and Gender Divers of change.

Participants in this event were from different sectors and some government departments as shown in **Annex B**. There were 68 entries into the summit and these were from the theme categories mentioned above. In total, people who participated in the summit were 79, and there were 52 females and 27 males.

During the two day event, there was extensive media coverage. The opening and the awards ceremony were both covered by the Lesotho Television. The activity was therefore seen as a platform from which different organisations and people learned and shared ideas on gender mainstreaming.

Analysis of participants

| | Male | Female | Total | % Male | % Female |
|--------------|-------------|---------------|--------------|---------------|-----------------|
| Entrant | 25 | 43 | 68 | 37% | 63% |
| Judge | 2 | 7 | 9 | 29% | 71% |
| Staff | 0 | 2 | 2 | 0 | 100% |
| Total | 27 | 52 | 79 | 34% | 66% |

The SADC Gender Protocol Summits and Awards aim to achieve the following at country level:

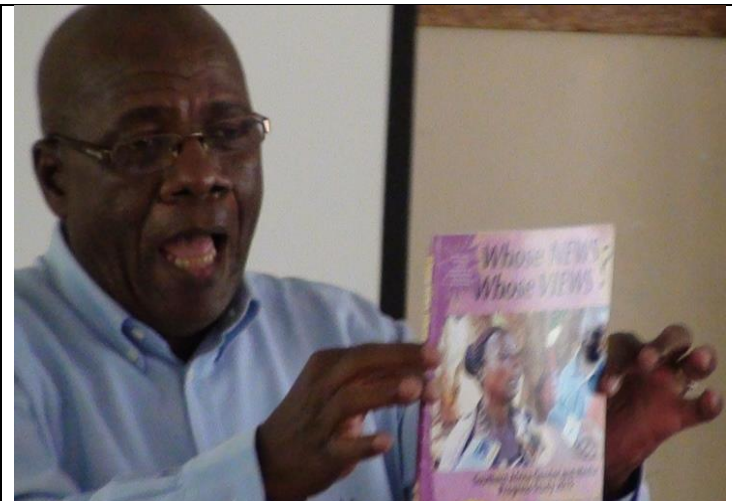
- To gather evidence on the SADC Gender Protocol@Work through case studies on leadership programmes as well as institutional practise.

- To popularise the Post 2015 SADC Gender Protocol and its related Sustainable Development Goals (SDG) gender targets and indicators.
- To establish new baseline scores for the Centres of Excellence for Gender in Local Government in line with the Post 2015 SADC Gender and Sustainable Development Agenda.
- To promote discussion and reflection on what works to end gender violence, as part of the 2016 Sixteen Days of Activism campaign.
- To acknowledge and affirm survivors of gender violence who are reclaiming their lives.
- To launch the 2016 SADC Gender Protocol Barometer and the Gender and Media Progress Study; and to use this evidence to strengthen the Post 2015 Action and Results Agenda.

Programme

The programme covered two days and on day one, activities included opening remarks by the GL Lesotho board member, Mr. Rethabile Pholo. GL partners from the alliance and the Ministry of Gender were also invited to make statements with reference to the with regard to the summits and the Sixteen days of Activism.

The GMPS Study was launched by the GL Lesotho board member Mr. Rethabile Pholo. In launching the study he gave an overview of how the study has been done. He stated that the GMPS 2015 study came at a time when GL was wrapping up the Centres of Excellence (COEs) for gender in the media project as well as rolling out a similar project with journalism and media training institutions. It is a culmination of many years of research, advocacy, policy and training work that GL has conducted in the region. In his remarks, he urged the media houses to each have a copy of the study and to use it to improve their gender reporting as much still needs to be done in that area. He appealed to other media houses that are still not yet part of the Centres Of Excellence to learn from the those that have been trained as gender reporting is a basic necessity to reach gender equality.



Gender Links Board member, Rethabile Pholo launching the GMPS Report: Photo by Ntolo Lekau

Participants then broke to their different groups according to their presentations. There were presentations made under four different categories, from best practice, emerging entrepreneurs, local government and gender drivers of change as the table below illustrates. From each group there were three judges assigned to adjudicate the presentations made and come up with an agreed good practice. Judges were identified from different organisations and government departments especially those people who have experience on the activities to be presented. Although judging was very strict, they gave feed back to the participants for future improvements and emphasised that

participants should be able to make reference to the SADC protocol because this will help to measure change.

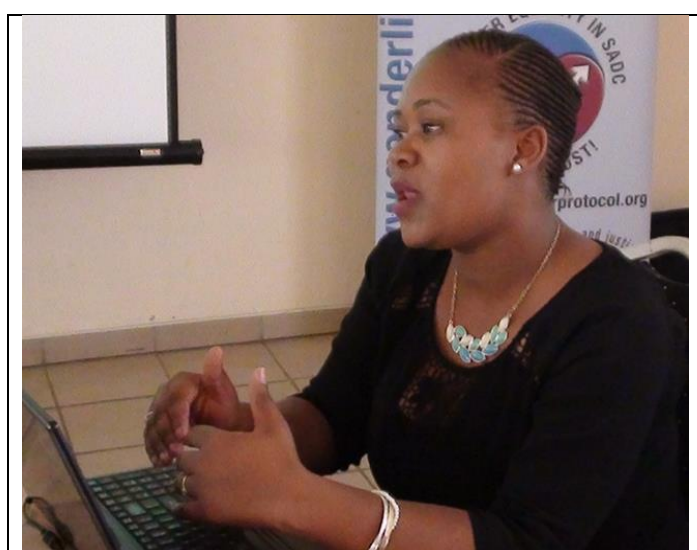
Summit outputs

Analysis of awards winners

| CATEGORY | WINNER | | RUNNER UP | | TOTAL | |
|--------------------------------|----------|----------|-----------|----------|----------|----------|
| | M | F | M | F | M | F |
| Gender Champion | 0 | 1 | 1 | 0 | 1 | 1 |
| Entrepreneurship-Existing | 0 | 1 | 0 | 1 | 0 | 2 |
| 50/50 | 1 | 0 | 0 | 0 | 0 | 1 |
| Economic Justice and Education | 0 | 1 | 0 | 0 | 0 | 1 |
| Local Government COE | | | | | | |
| Urban – best performer | 0 | 1 | 1 | 0 | 1 | 1 |
| Rural – best performer | 0 | 1 | 1 | 0 | 1 | 1 |
| Most Resourceful-Urban | 0 | 1 | 1 | 0 | 1 | 1 |
| Most Resourceful-Rural | 0 | 1 | 1 | 0 | 1 | 1 |
| TOTAL | 1 | 7 | 5 | 1 | 5 | 9 |

As earlier mentioned, there were five categories from which presentations were made. There were a total of 68 entrants, but only 8 came out as winners, 7 women and 1 man. There were also 6 runner ups, 5 men and 1 woman. Generally the number of entrants in other categories was very low. This may have been due to challenges related to online applications because of limited internet connectivity and the fact that the summit was held during the sixteen days when many organisations were engaged with their campaigns.

Summit outreach



Matebello Mocheke from Litsoetse Council presenting a good practice: Photo By Ntolo Lekau

Prior to the summit, extensive media coverage was done to popularize the event. This included putting the call on our Facebook page and sharing it with individuals and organisations. Furthermore, there was website links popularized to all organizations and individuals who have access to internet by email. The summit was also popularized through attending the sixteen days preparation meetings that were organized by the Ministry of Gender. All people who could not access internet were urged to fill in the word version of the application form and submit it to the office. Most local government COE filled the word document and submitted it to the office for filling online.

Summit outcomes

In total, there were 68 entries and 8 winners and 6 runner ups as compared to last year where there were 76 entries with 17 winners and 18 runner ups, **see Annex C**. There were more COE councils that formed part of the National summit as this year there were no District Level Summits held. The emerging entrepreneurs were also represented in a large number as there were 14 entries. However there were very fewer best practice applications yet there were many categories that were open for applications. The fewer entries could have been as a result of online application process as there are some challenges with internet connectivity. Secondly the summit was held during the sixteen days of Activism and many organisations were busy with campaigns.

The summit gives GL platform to share its treasure of knowledge with other partners and this was done through distribution of documents which included GBV study reports and pamphlets, Empower women End violence pamphlet and the new institutional booklet for information sharing and in return comments were invited through filling of partner publication evaluation forms.

After presentations all groups gathered together for judges' feedback and shared ideas amongst themselves for future improvements and sustainability of the summit, more so because this encourages people to do more and encourage other organisations to also work hard on gender mainstreaming activities. The judges applauded the presenters for the improvements that they have been making on their presentations over time, especially the local government COE councils. More councils now understand the importance of presenting evidence of the projects and programmes that they are implementing and that makes it easier for judges to score them.

During the awards ceremony, Gender Links Country Manager, Manteboheleng Mabetha, launched the Sunrise Campaign following a speech by one of the emerging entrepreneurs Tsepiso Mpofu. Mpofu stated that she had been abused since her childhood and the abuse had affected her so much that she even looked older than her age. "Most people used to call me granny but as you can see I look young and beautiful now". She gave a very powerful speech encouraging all to work hard towards turning their lives around and making it meaningful. Since meeting with GL, Mpofu has turned her life around and is now a proud business owner who supplies all the local businesses with the fresh vegetables daily. The Sunrise Campaign seeks to expand the entrepreneurship programme through public giving to change a life and break the cycle of violence. GL prides itself in seeing the women being developed to a point of being able to take control of their lives. The participants can help in raising funds to help support the emerging entrepreneurs by making pledges online and by visiting Gender Links office. The fund will benefit not only Lesotho but other 9 countries with the entrepreneurship program.

There were independent media houses which came to cover the event, to mention but one, Lesotho Television was invited to cover the opening and the award ceremony and these were broadcast in the news. The country manager was also offered a slot during the morning show to launch the sunrise campaign. The coverage provided by LTV increased the GL visibility in the country and this created opportunities for partnerships and possible funding.

Lessons learned

The participants have gained experience to create synergies in the work of the SADC gender protocol programmes. They also learned to copy from others the good work that is being done on the ground for the communities.

Councils have started mentoring others that have just joined the COE process and this was proved by having some of the new councils such as Thaba Mokhele and Monatasela being winners and runner ups respectively.

Next steps

Strong partnerships with the gender ministry and local government result in shared loads, value for money, and enhanced impact. GL will continue to work closely with these partners. These will be done through revising the MOUs between the Ministry of Gender and the Ministry of Local Government.

The COE model needs to be constantly reinforced through programmatic work that delivers tangible results such as the entrepreneurship training. GL will continue introducing more councils to the project and will also include more young women. The programme will also include areas such as the Sexual and Reproductive Health education.

GL has formed the Community of Practice and councils are expected to be part of these communities as they will act as the platforms for learning and sharing between all the councils in the SADC region.

There is need to form partnerships with the telecommunication companies, namely Vodacom Lesotho and Econet Telecom Lesotho in order to facilitate and find new ways and platforms that can be used for information sharing.

Councils have just aligned their Gender Action plans to the post 2015 SADC Gender Protocol and Sustainable Development goals and there is need to follow them up. GL will use the existing council structures such as the monthly Gender Focal Persons meeting in partnership with the Ministry of Gender.

The summits will continue to be held annually starting with the DLS for all the councils that are part of the COE process with the introduction of the entrepreneurs category. There is need for intense mobilisation for the national summits to increase the number of applications for other categories as only a few applications were received in 2016.

Annex A



2016 SADC PROTOCOL@WORK SUMMITS AND AWARDS *50/50 by 2030! Empower women, End Violence*

LESOTHO SUMMIT DETAILED PROGRAMME

DAY ONE: 28-11-2016

| | | | |
|----------------------|---|---|--|
| 08.00 – 08.30 | REGISTRATION | | |
| 08:30 – 10:00 | PLENARY: | | |
| | THEME: SUMMIT LAUNCH – 50/50 by 2030! Empower Women, End Violence | | |
| | Programme Director – Rethabile Pholo | | |
| | Rapporteur – Ntolo Lekau | | |
| 08.30 – 08.40 | Welcome and objectives | Manteboheleng Mabetha | |
| 08.40 – 09.00 | Statements by partners: | WLSA-Libakiso Matlho | Ministry of Gender and Youth, Sports and Recreation- Mapuleng Secheche |
| 09.00 – 09.10 | Feedback from the United Nations Country Resident Representative – Action and Results | UNFPA- Dunstan Mubangizi | |
| 09.10 – 09.20 | Keynote address and official opening of summit | Minister Of Gender and Youth, Sports and Recreation | |
| 09.20 -09.30 | Overview of process and assignment of parallel sessions | Manteboheleng Mabetha | |
| 09.30 – 10.00 | Tea | | |

| PARALLEL SESSIONS | LOCAL GOVERNMENT COE | LOCAL GOVERNMENT COE | BEST PRACTICE |
|--------------------------|------------------------------|-----------------------------|----------------------------------|
| Room | | | |
| CHAIR | Mamolibeli Ngakane | Nthatisi Matobako | Mathoka Khaile |
| RAPPORTEUR | Itumeleng Ramoholi | Thato Cheka | Thuto Mokebe |
| JUDGES | 1. Ms. Lydia Muso | 1.Ms. Mamotsiba Makara | Ms. Limpho Maema |
| | 2. Ms. Mapuleng Secheche | 2.Ms. Maliteboho Lefeta | Ms. Malisema Mahloane |
| | 3 Mr. Moeti Moleko | 3. Mr. Thabang Mofana | Ms. Teboho Ntlhakana |
| 11:00 – 11:20 | 1. Berea Urban Council | 1. Khoelenya Council | 1.Mapotso Mqathatsane |
| 11:20-11:40 | 2. Botha Bothe Urban Council | 2. Qomoqomong Council | 2.Justice Tema |
| 11:40-12:00 | 3. Hlotse Urban Council | 3.Qanya Council | |
| 12:00-12:20 | 4. Mazenod Council | 4.Ramapepe Council | LEADERSHIP |
| 12:20-12:40 | 5. Makoabating Council | 5.Siloe Council | 1.Ntholeng Molefi |
| 12:40-13:00 | 6. Maisa Phoka Council | 6. Tsoili Tsoili | 2.Sebabatso Masienyane |
| | | | 3.Tiang Sefali |
| 13.00 – 14.00 | Lunch Break | | |
| | | | EMERGING ENTREPRENEURSHIP |
| 14:00-14:20 | 7.Mafeteng Urban council | 7. Likila Council | 1.Mathabo Mosese |
| 14:20-14:40 | 8.Mashaleng Council | 8. Hleoheng Council | 2.Makeneuo Mokotjo |
| 14:40-15:00 | 9.Mphaki Council | 9. Mapoteng Coucil | 3.Mabatlokoa Tsolo |
| 15:00-15:20 | 10.Qacha's Nek Urban | 10. Makhoarane Council | 4.Mateboho Lefuma |
| 15:20-15:40 | 11. Mokhotlong Urban Council | 11.Litsoetse Council | 5.Mathato Makau |
| 15:40-16:00 | 12.Maoamafubelu Council | 12.Koeneng Council | |
| 16:00-16:20 | 13. Tsa-Le-Moleka Council | 13.Tenesolo Council | |

DAY TWO: TUESDAY 22nd 2016

| Plenary: | | | |
|--------------------------|---------------------------------|----------------------------------|-------------------------|
| 08.00 – 08.30 | Announcements in Plenary | | |
| 08.30 – 09.00 | 2016 Barometer Findings | Gender Protocol Alliance Partner | Libakiso Matlho |
| PARALLEL SESSIONS | | | |
| CHAIR | Mamolibeli Ngakane | Nthatsi Matobako | Mathoka Khaile |
| RAPPORTEUR | Itumeleng Ramoholi | Thato Cheka | Thuto Mokebe |
| JUDGES | 1. Ms. Lydia Muso | 1. Ms. Mamotsiba Makara | 1. Ms.Limpho Maema |
| | 2. Ms. Mapuleng Secheche | 2. Ms. Maliteboho Lefeta | 2. Ms.Malisema Mahloane |
| | 3 Mr. Moeti Moleko | 3. Mr. Thabang Mofana | 3. Ms.Teboho Ntlhakane |
| | LOCAL GOVERNMENT COE | | |
| 9:00-9:20 | 1. Menoaneng Council | 1.Sanqebethu Council | 1.Makananelo Rapuleng |
| 9:20-9:40 | 2. Ngoajane Council | 2.Phuthiatsana Council | 2.Mamosajana Letjama |
| 9:40-10:00 | 3. Manka Council | 3.Mohlakeng Council | 3.Matieho Mabitso |
| 10:00-10:20 | 4. Kanana Council | 4.Bokong Council | 4.Mantahli Cheche |
| 10:20-10:40 | 5. Motanasela Council | 5.Senekane Council | 5.Tsepiso Mpofu |
| 10.40-11:00 | TEA | BREAK | |

| PARALLEL SESSIONS | LOCAL GOVERNMENT COE | LOCAL GOVERNMENT COE | |
|--------------------------|-------------------------------|-----------------------------|---------------------|
| 11:00– 11:20 | 6.Semonkong Urban Council | 6. Lilala Council | 1.Nthabeleng Noosi |
| 11:20-11:40 | 7.Qibing Council | 7. Sephokong Council | 2.Makhothalang |
| 11:40-12:00 | 8.Mohale’s Hoek Urban council | 8.Thaba Mokhele Council | 3.Mamofeng Lepheana |
| 12:00-12:20 | 9.Quthing Urban Council | 9.Tsana Talana Council | 4.Mookho Taleng |
| 12:20-12:40 | 10.Ntsupe Council | 10.Tosing Council | |
| 12:40-13:00 | 11.Thaba Tseka Urban Council | 11. Tsoelikana Council | |
| 13:00-13:20 | 12.Seate Council | 12.Mamantso Council | |
| 13.30 – 14.30 | Lunch Break | | |
| 18:00-20:00 | Award giving ceremony | | |

Annex B

| Council | Names | SEX | Email Address | Contact number |
|-------------------|--------------------|------------|--|-----------------------|
| Makhoarane | Lebohang Matlakeng | F | leboh6@yahoo.co.uk | 62555055/56443564 |
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| Ts'ana-Talana | Palesa Mokotjo | F | rebeccamokotjo@gmail.com | 58080330 |
| Tsoelikana | Matete Naha | M | ignatiusmn@gmail.com | 59492384 |
| Litsoetse CC | Matebello Mocheke | F | nthamasemene@yahoo.com | 66300908 |
| Kanana CC | Malesoli Lesoli | F | solilesoli@gmail.com | 62989023 |
| Mamants' o CC | Mapulane Jonkomane | F | haptjoa@gmail.com | 63232866/57321133 |
| Maoa-mafubelu CC | Rakhetsi Tlali | M | tlalijohnrakhetsi@gmail.com | 63218007 |
| Mohlakeng CC | Celina Jane | F | janeceлина@yahoo.com | 58946883 |
| Mokhotlong Urban | Letsoako Lekoro | M | letsoakol@yahoo.com | 62011868 |

| | | | | |
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| Ts'a-le-moleka CC | Mpolokeng Lekoatsa | F | mabohlokoar@gmail.com | 62004377 |
| Seate | Mathabo Tsiu | F | mathabojtsiu@gmail.com | 57747155 |
| Botha-Bothe Urban | Tumo Molefe | M | tumoms@gmail.com | 62244552 |
| Hlotse Urban | Tefo Mofolo | M | tefomofolo@ymail.com | 6390915 |
| Berea Urban | Seeng Manko | F | seengman@yahoo.com | 59103308 |
| Mazenod | Teboho Kabi | M | matebo2001@gmail.com | 63554124 |
| Mafeteng Urban | Matholang Damane | F | damanematokelo@gmail.com | 56823283 |
| Mohales'hoek Urban | Matsepang Molata | M | matsepangmolata@yahoo.com | 59228248 |
| Tosing | Moleboheng Rateleki | F | moleborateleki@gmail.com | 58545828 |
| Bokong | Seutla Lineo | M | | 63343432 |
| Menoaneng | John Kao | M | | 68533634 |
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| Mapoteng | Tsepang Moqasa | M | tsepzamoqasa@gmail.com tsepzamoqasa@gmail.com | 63143867 |

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| Botha Bothe | Tsepiso Mpofu | F | | 53961271 |
| Botha Bothe | Mantahli Cheche | F | | 56151437 |
| Tenesolo | Mateboho Lefuma | F | | 56823283 |
| Tenesolo | Mabatlokoa Tsolo | F | | 57058404 |
| Makoabating | Mookho Tlaleng | F | | 57150998 |
| Mazenod | Mathabo Mosese | F | | 59663606 |
| Berea | Makhothalang Maqelepo | F | | 56852655 |
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| Ban Media | Malisema Mahloane | F | Malisema.mahloane@thebammedia | 58865710 |
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| GL-Intern | Itumeleng Ramoholi | F | | 63929731 |
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| Mothers 2 Mothers | Mamotsiba Makara | F | | 67390187 |

| | | | | |
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Annex C

AWARDS CEREMONY PROGRAMME



COUNTRY SADC PROTOCOL@WORK SUMMITS AND AWARDS 2016
50/50 by 2030! Empower women, End Violence

AWARDS AND RECOGNITION CEREMONY

PROGRAMME
KHOTSONG LODGE

Director of programmes: Mantebheleng Mabetha

| Time | Activity | Who |
|-----------------------------|-----------------------------------|--------------------------------------|
| 17:30 – 18:00 | Arrival | |
| 18:00 – 18:05 | Welcome Remarks | Rethabile Pholo |
| | Speech from emerging Entrepreneur | Mookho Taleng and Tsepiso Mpofu |
| | Launch of the Sunrise Campaign | Mantebheleng Mabetha |
| | Comment from the judges | Malisema Mahloane and Thabang Mofana |
| Recognition Ceremony | | |
| 18:30-19:00 | Local Government COEs | |
| | Resourceful Runner up | |
| | Rural-Motanasela | |
| | Urban-Semonong | |
| | Resourceful Winner | |
| | Rural-Seate | |
| | Urban-Berea | |
| | Overall COE Runner up- | |
| | Rural Tenesolo | |
| | Urban Thaba Tseka | |
| | Overall COE Winner | |
| | Rural-Thaba Mokhele | |
| | Urban-Mohale's Hoek | |
| | | |
| | Emerging entrepreneur | |

| Time | Activity | Who |
|--------------|-------------------------------------|------------|
| | Runner up-Nthabeleng Notsi | |
| | Winner-Tsepiso Mpofu | |
| | Best Practice | |
| | 50/50 Winner- Justice Tema | |
| | Economic Justice-Mapotso Mqathazana | |
| | Leadership | |
| | Runner up-Malefetsane Masole | |
| | Winner-Sebatso Masienyane | |
| 19:00 | Dinner | |