

**REPORT**  
**CENTRES OF EXCELLENCE**  
**GENDER MAINSTREAMING IN LOCAL GOVERNMENT**  
**STAGES THREE, FOUR AND FIVE WORKSHOP**

**Country: South Africa**  
**Council: Blouberg Municipality-Limpopo**  
**Dates: 18-20 August 2014**  
**Venue: Blouberg Municipality offices**



**Figure 1: Workshop group Participants simulating actions during conflict resolution activity**



## **Table of Contents**

Executive Summary	3
Objectives of the workshop	3
Background	3
Process and activities	5
Way Forward	10
Challenges	10
Outputs	10

## **Annexes**

A – Programme	11
B – Participants list	15
C– Summative workshop evaluation	16-17

## **Executive Summary**

This is a report on the proceedings of the Centres of Excellence for Gender Mainstreaming in Local Government Blouberg Local Municipality stage four and five workshop held from 18-20 August 2014 at the Blouberg municipal offices with participants and officials from the Blouberg Local Municipality, including community members and civil society organisations.

### **The objectives of the workshop included:**

- To raise awareness in communities of the COE process; obtain their buy-in and participation.
- To equip participants with the provisions made in the SADC protocol on gender and development.
- Build knowledge and skills in key sector areas such as understanding the difference between sex and gender, stereotypes, local economic development, climate change, HIV and AIDS, care work and GBV and to apply knowledge to the development of an action plan Gender and the economy
- To help the municipality draft a gender and GBV action plan that is aligned to the targets of the SADC protocol on gender and development.

See the full workshop programme attached at **Annex A**.

The workshop was attended by council members as well as representatives from civil society in total 24 participants comprising of (9 men and 15 women) attended the workshop see **Annex B**.

The participants evaluated the workshop as having been an enlightening workshop. A summarised version of the evaluation forms is attached at the end of this report as **Annex C**

## **Background**

In 2003, GL undertook the first comprehensive study of the impact of women in politics in Southern Africa. One of the key findings of "*Ringing up the Changes, Gender in Politics in Southern Africa*" was that local government is a sadly neglected area of the gender and governance discourse. Taking heed of this finding, GL conducted groundbreaking research in 2006/2007, *At the Coalface, Gender and Local Government* covering South Africa, Lesotho, Mauritius and Namibia.

A key finding of this study was that few practical steps have been taken to mainstream gender in this tier of government or to build the capacity of councillors to lead this process. The study has since been extended to nine countries. In terms of process, once the research reports have been written up, GL hosts launch and strategy workshops in the respective countries with key stakeholders and partners, ideally the local government associations of that particular country to map out a way forward of how to roll out the strategy and host Gender and GBV action plan workshops. The launches are then followed by Gender and GBV action plan workshops that are held at a provincial, regional or district, level to ensure that all councils have gender action plans.

Key findings of the study within South Africa indicated that quotas were essential to promote the active participation of women and decision making at local level.

Furthermore the research indicated through quantitative data gathered through questionnaires, highlighted the fact that women continued to face barriers that affected their full participation at local level. In addition to these findings it was also established that gender is not mainstreamed into the performance agreements of key functionaries at local level to ensure transformation.

The Centres of Excellence (COE) for Gender Mainstreaming in Local Government concept is a follow up to the gender and local government research, strategies and Gender and GBV action plan roll-out that took place from 2007 – 2010 across municipalities in the SADC region that Gender Links (GL) has been working with. The COE's bring the SADC Protocol on Gender and Development to the coalface through gender policies and action plans with flagship programmes to end gender violence as well as promote local economic development and green municipalities. From an initial 100 municipalities the initiative will now be cascaded to another 200 Councils by 2014.

The COE process involves sustained interventions that bring together policy, implementation and capacity building through on-the-job training, monitoring and evaluation and the sharing of good practices at the annual Gender Justice and Local Government Summit. The approach builds on experience that GL has gained over several years working at the local level on developing and implementing gender policies and action plans through a six stage processes that has now been extended to a ten stage process. New modules on conflict resolution, care work, local economic development, climate change and IT have been added to the initial COE process.

### **Objectives of the COE process**

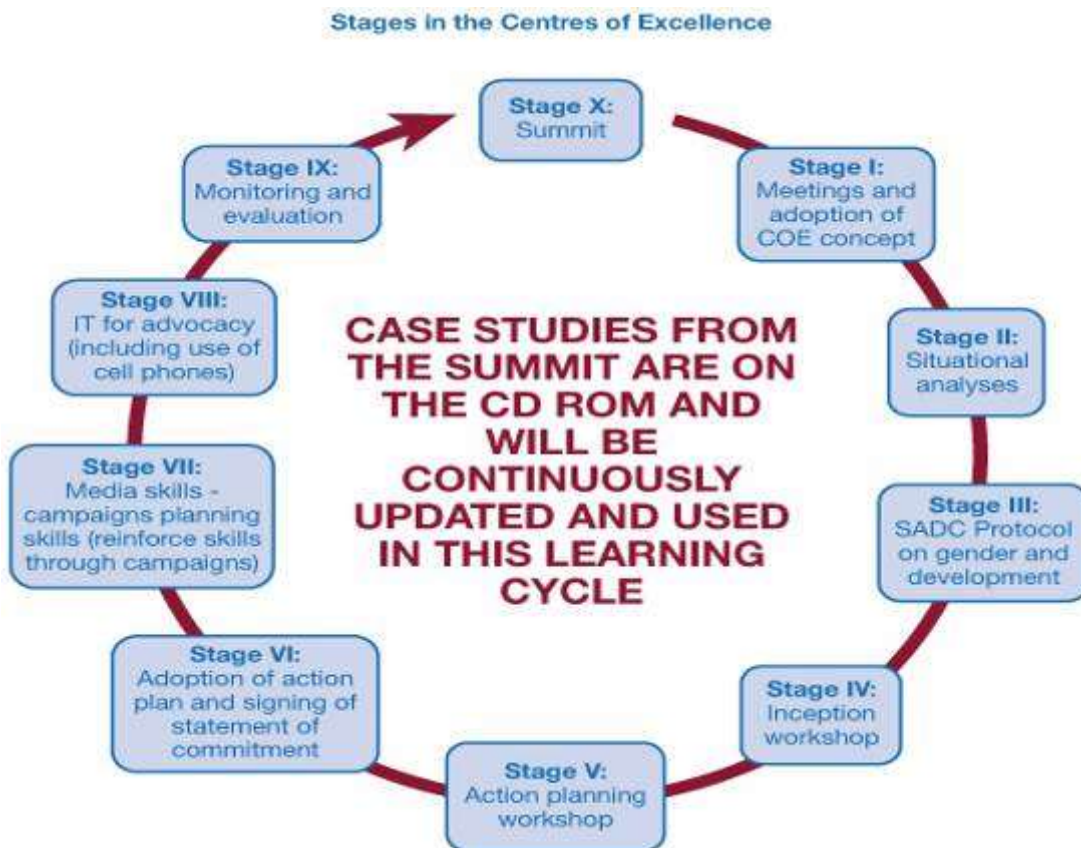
To integrate gender into the work of local government through sustained interventions in at least 300 councils by 2014 through:

- **Political support:** Getting buy-in at decision-making level.
- **An evidence-based approach:** Conducting a situation analysis that is council-specific and will help to address the needs of that council.
- **Context specific interventions:** Conducting council-specific gender and action plan workshops that localise national and district gender policies and action plans.
- **Community mobilisation:** SADC Gender Protocol village level workshops that familiarise communities with the provisions of the sub-regional instrument and empower them to hold their council's accountable.
- **Capacity building** through on-the-job training with council officials and political leaders.
- **Application of skills:** Assisting councils and communities to apply these new skills through running major campaigns, e.g. 365 Days to End Gender Violence; the 50/50 campaign etc.
- **Monitoring and evaluation:** Administration of scorecards and other monitoring and evaluation tools that can be used to measure change in the immediate, medium and long terms.
- **Knowledge creation and dissemination:** Working to gather and disseminate best practises, case studies, etc that can be presented at the annual gender justice and local government summit and awards that provide councils and communities with a platform to learn from each other on empowering women and ending violence at the local level.

- **Cascading the COE's:** GL is working with local government associations across the region on innovative strategies for cascading the COE's that include working through gender focal points of the associations and peer support.

**Stages to be covered:**

The stages covered are illustrated in the diagram:



**Process and activities**

During the Three days the participants examined the content of the SADC protocol on Gender and Development, with a focus on various content including basic concepts of gender, sex, gender equality, gender equity, conflict resolution, gender and the economy, local economic development, climate change and sustainable development and GBV - which will be used it as a basis for composing a local gender action plan for local government and civil society.

**Welcome and opening**

The workshop was officially opened by the Ms Tshepo Manamela Manager- Special Focus and HIV/AIDS Unit, and a background was given about work done with Polokwane Local Municipality council to date. Workshop objectives were shared, ground rules set and participants also shared their expectations of the workshops.

### **Key gender concepts**

Through an interactive session, participants were taken through a very practical way of understanding what the difference between sex, gender and stereotypes is. This module stirred a lot of debate and participants were able to share their own examples and experiences. Lots of realisation that as adults they still perpetuate same stereotypes their parents perpetuated on them.



Figure 2: Participants Key gender concept exercise

### **Conflict resolution**

Conflict resolution is one of the new modules in the COE process introduced to the participants in the workshop. This was an interactive exercise which involved reading a case study and displaying an enactment of reactions through role play. This was then followed up with a discussion on the different types of conflict at local government and community level including the gendered dimensions of peace building.



Figure 2: Participants in a conflict resolution exercise

This was a very interactive session as participants as both officials and communities could share their experiences around types of conflict as they relate to the local level.

It was further noted that there were different methods and ways to deal with conflict. At the same time it was also pointed out that conflict within the council level often occurred due to service delivery issues and protests.

## **Gender policy and planning concepts**

Participants were given exercises to do in groups on gender, the economy and budgets as well as gender budgeting and gender managements systems. While discussing gender budgeting participants came up with the following points

- History of our country has always meant that women were denied access to services
- It is crucial to ensure that budgets are analysed through a gender lens
- Budgets need to be comprehensive
- Imperative to also ensure to track where money goes and comes from
- 

Vital to translate policies into actions they defined practical gender needs:

- Immediate needs must be met
- basic needs, such as water, food essential for everyday
- deals with a few restricted immediate needs
- 

Strategic gender needs were defined as:

- Addresses long term needs
- Deals with a wider range of issues
- Requires planning-i.e.-buying a house

While discussing sex disaggregated data, participants came up with following points:

- Women are well represented in key senior positions of the council
- Sex disaggregated data is kept within the council
- Capacity building skills not aimed equally for men and women

The issue of gender division of labour was also thoroughly discussed and the participants came up with the following points:

- Women tend to be in the unpaid economy
- The work that women do is not seen as work-child rearing

The aim of the exercises were to demonstrate and inform participants with the knowledge of the SADC Protocol which makes clear guidelines for the provisions in terms of policies and legislative frameworks that should be instituted to ease the multiple burden of the roles played by women.

## **HIV/AIDS and Care work**

This is one of the new modules that were introduced to the COE process that aim of the module was to establish the different perceptions of care word and the assigned roles in terms of care work.

Participants watched the Making Care work DVD from there the group was further divided into two opposing side, those who supported the remuneration for carework and those who did not support the notion, the following points were noted:

- Care work should be seen as specialised work

- Workers need to be remunerated accordingly
- Care workers need to also learn to be independent and not rely on resources for donations
- Care workers should be trained accordingly and empowered
- Care workers deserve recognition for the sacrifices that they make.
- Careworkers are too reliant on funding

**Gender and local economic development**

This module on gender and local economic development highlighted the role in which local government needs to make sure that equal economic opportunities are created for women and men. The participants also indicated further gaps in which there are limitations for economic development, the following were identified as some of the key factors

- Information is not shared accordingly with regard to empowerment initiatives
- Female entrepreneurs often have limited access to financial loans and assistance
- Women are not consulted accordingly with regard to decision making processes
- Black Economic Empowerment aims to enrich only the selected few and very few women
- Beneficiaries of initiatives are women and the decision makers are often men

Direct and indirect inputs that the participants felt the councils could make:

<b>Direct</b>	<b>Indirect</b>
<ul style="list-style-type: none"> <li>- Increase service delivery</li> <li>- Enhance LED initiatives</li> <li>- LED should be the key priorities</li> <li>- More education and training on LED issues</li> <li>- Easy access to required information.</li> <li>- Women should be the main beneficiaries</li> <li>- More economic opportunities</li> <li>- Mobilisation</li> </ul>	<ul style="list-style-type: none"> <li>- Adequate space for female traders</li> <li>- Basic service delivery, including water, electricity, sanitation</li> <li>- Share pamphlets and other information accordingly</li> </ul>

It was also noted that the council also needed to be more visible and inform communities accordingly with regard to LED initiatives, councils also needed to ensure that the community at large would benefit from these opportunities.

**Gender, climate change and sustainable development**

The gender, climate change and sustainable development module aimed to capacitate the participants understanding around the key concepts of climate change, as well as the gendered dimensions.

Participants were given exercises to do in groups and key concepts were discussed in plenary which formed the basis of the exercise. Further more the participants analysed how the issue of climate change impacted on their immediate livelihood the discussions it was clear that the council is prepared to get more involved with gender and climate issues.



## Impact of Climate Change on Gender

Area	Gender Dimension
Lack of food security	The impact of increased droughts have resulted in a shortage of food insecurity which in turn places an increase burden on women
Water	The scarce availability of immediate water and sanitation creates a danger and safety barrier for women as they are often forced to walk many kilometers to get water, thus exposing them to criminal activities and increased vulnerability
Seasonal changes	Women are particularly vulnerable to climate change because they are more prone to the adverse impacts from climate change. Their limited adaptive capacities arise from prevailing social inequalities and ascribed social and economic roles
Limited natural resources	The limited access of women to natural resources, in order to reduce poverty, further exposes them to poverty, measures need to be taken to ensure that women cope better with climate change.
Migration	Drought and soil degradation can force women to move from village to village with their families thus causing displacement in some family units.

## **Gender based violence**

The module on GBV was very interesting the participants indicated that GBV was an issue that remained untouched especially in the households. GBV was rife in the surrounding townships of Polkowane. It was noted that GBV could take on many different forms including:

- Rape
- Sexual abuse
- Physical abuse
- Domestic violence
- Emotional abuse
- Teenage pregnancy
- Child neglect

The municipality has GBV programmes that include:

- A 16 Days programme (annual)
- Support to community based organisations who do work on GBV

## **SADC Protocol on Gender and Development**

Participants did the protocol quiz and on average most people failed to get all the answers correctly, the workshop participants were divided into groups and the groups came up with the following points with regards to the SADC protocol  
The participants administered the quiz and a discussion was held afterwards whilst going through the correct answers.

*Work already done to achieve targets in protocol:*

- Women are in positions of leadership
- There are systems in place to ensure that gender equality is practiced
- Policies are in place to assist with gender equality like sexual harassment policy
- Strengthening of the multi party women's caucus
- Procuring of tenders is focused on women as equal participants

*How the targets in the protocol be included in the work of Blouberg Municipality:*

- The gender focal person can be trained accordingly with regard to the protocol
- Recruitment practices must be transparent
- Share this information with internal and external stakeholders
- Ensure that communities are also informed
- Strengthen existing programs

### **Way Forward**

- Action plan will need to be developed completed and finalised accordingly by the relevant departments within the council
- The action plan will need to be developed and tabled at the next council meeting scheduled that will be outlined
- Input from the participants to be consolidated at the next Intergrated Development plan meeting
- Magoshi will participate and invite other Magoshi in the next workshop.

### **Challenges**

- The council did not complete the development of the gender action plan due to time constraints this has been a challenge as the completion of the plan is crucial to the process
- Some officials were also not able to attend the full three days of the workshop due to month end activities.

### **Closing remarks**

Official from the Blouberg municipality Tshepo thanked Gender Links as well as the participants for making the workshop a success. They further encouraged all the participants to implement what they had learnt in their communities and in their various respective areas of work.

**Annex A: Programme**

**PROGRAMME**

**Stage 4- 5: Council level policy and implementation consolidation workshop  
Polokwane Municipality  
Venue: Peter Mokaba Stadium, Conference Centre  
Dates: 23-27 July 2012**

DAY/TIME	ACTIVITY	TIME	WHO
<b>DAY ONE: MONDAY, 18 August 2014</b>			
8:00 – 8:30	Registration	30 min	
8:30 – 8:45	Opening	15 min	
8:45 – 9:00	Introductions and objectives Expectations from participants To develop guidelines of participation Eyes and Ears	15 min	
<b>Key gender concepts</b>			
9:00 – 10:30	Sex and gender	1 hr 30 min	
10:30 – 11:00	<i>TEA</i>		
11:00 – 13:00	Group work on stereotypes	2 hrs	
	Report back		
13:00 – 14:00	<i>LUNCH</i>		
<b>Conflict resolution</b>			
14:00 – 15:30	What is conflict? Conflict at the local level Resolving conflict	1 hr 30 min	
15.30 -16:00	<i>TEA</i>		
16:00 – 17:00		1 hr	
17:00	<i>CLOSURE</i>		
<b>DAY TWO: TUESDAY, 19 August 2014</b>			
8:00 – 8:30	Reflections, Eyes and ears		
<b>Gender policy and planning concepts</b>			
8:30 – 10:00	Practical and strategic needs Gender mainstreaming Gender blind and gender aware policies	1 hr 30 min	
10:00 – 10:30	<i>TEA</i>		
10:30 – 11:30	Gender disaggregated data	1 hr	
<b>Gender and the economy</b>			
11:30 – 13:00	Gender budgeting	1 hr 30 min	
13:00 – 14:00	<i>LUNCH</i>		
14:00 – 15:00	The unwaged work of women	1 hour	
15:0 – 15:30	<i>TEA</i>		
15:30 – 17:00	Care work	1 hr 30 min	
<b>DAY THREE: WEDNESDAY, 20 August 2014</b>			

<b>DAY/TIME</b>	<b>ACTIVITY</b>	<b>TIME</b>	<b>WHO</b>
8:00 – 8:30	Reflections, Eyes and ears		
<b>Local Economic Development</b>			
8:30 – 10:00	Gender and local economic development Strategies for local economic development	1 hr 30 min	
10:00 – 10:30	<i>TEA</i>		
10:30 – 13:00	Gender and local economic development Strategies for local economic development (continues...)	2 hr 30 min	
13:00 – 14:00	LUNCH		
<b>Sustainable Development (Climate Change) \ Prioritising the action plans</b>			
14:00 – 15:30	Definitions / background Impact of climate change on gender	1 hr 30 min	
15:30 – 16:00	Prioritising the action plans		
16:00 – 17:00	Agreement on gender task team to finalise plan	1 hr	
17:00	Closure, way forward and agreement on how the plan is to be adopted		

**Annex B: Participants List**



**COE Implementation Workshop- Blouberg Local Municipality**

**Country:** South Africa, Limpopo

**Venue:** Blouberg Municipal offices

**Date:** 18-20 August 2014

	<b>NAME</b>	<b>SEX</b>	<b>ORGANISATION</b>	<b>DESIGNATION</b>	<b>PHONE</b>	<b>FAX</b>	<b>E-MAIL</b>
<b>1.</b>	Thabela AP	M	Blouberg Municipality	Manager:Land use and planning	07233932367	015 505 0296	thabela@blouberg.gov.za
<b>2.</b>	Leboho K.O	M	Kibi traditional council	Khosi	0736619931	N/A	N/A
<b>3.</b>	Mashao M.T	F	Tswelopele hbc CBO	CBO Chairperson	0761461460	N/A	N/A
<b>4.</b>	Sekwatlakwatla S	F	Blouberg Municipality	Ward councillor	0835892661	N/A	N/A
<b>5.</b>	Mathiane M	M	SAPS SCP	Constable	0155050151	0155055926	N/A
<b>6.</b>	Mpya Alex	M	Blouberg Municipality	Intern	0733117396	N/A	N/A
<b>7.</b>	Mokgonyana P.R	F	SAPS	Administrator	0727732737	0155050926	Pholoroseline2@gmail.com

	<b>NAME</b>	<b>SEX</b>	<b>ORGANISATION</b>	<b>DESIGNATION</b>	<b>PHONE</b>	<b>FAX</b>	<b>E-MAIL</b>
<b>8.</b>	Mashalane M.S	M	Blouberg Municipality	Councillor	0836123796	N/A	N/A
<b>9.</b>	Somo T.E	F	Blouberg Municipality	Cdp,social development	0766955438	N/A	luhutsothori@mobilemail.vodafonesa.co.za
<b>10.</b>	Makhura R.A	F	Social development	CDP	0795151606	N/A	N/A
<b>11.</b>	Maphoto S.S	F	SASSA	SGA	0714974476	N/A	sylviam@sassa.gov.za
<b>12.</b>	Matheba T.A	F	Blouberg social dev	CDP	0824872062	N/A	tlakaila@gmail.com
<b>13.</b>	Sivhada P.F	F	Blouberg Municipality	Councillor	0721539291	N/A	N/A
<b>14.</b>	Netshimbupte	F	Bouberg municipality	HR Manager	0822583013	0155030296	hr@blouberg.gov.za
<b>15.</b>	Lehong	F	Blouberg municipality	Finance secretary	0155057151	0155050296	lohongk@blouberg.gov.za
<b>16.</b>	Naledi Masipa	F	CDM	Gender coordinator	0823716532	0866668135	
<b>17.</b>	Sebola M.N	F	Blouberg Municipality	Intern	0788284824	N/A	N/A
<b>18.</b>	Nkoana M.C	F	Blouber municipality	CLO	0727222124	0155050296	nkoanec@blouberg.gov.za
<b>19.</b>	Mokhehle M.C	M	Home affairs	f.supervisor	0769921225	0155053152	Mashoga.mokhehle@dha.gov.za
<b>20.</b>	Ramashapa T	F	Blouberg municipality	Special focus gender coordinator	0849464522	0155050296	ramashapat@blouberg.gov.za
<b>21.</b>	Chipu MM	F	Blouberg municipality	Admin	0790460763	0155057100	chipum@blouberg.gov.za
<b>22.</b>	Leboho M.W	M	Home asffairs	A/C	0827390047	N/A	Whitty.leboho@dha.gov.za

	<b>NAME</b>	<b>SEX</b>	<b>ORGANISATION</b>	<b>DESIGNATION</b>	<b>PHONE</b>	<b>FAX</b>	<b>E-MAIL</b>
<b>23.</b>	Pheetla P.S	F	Blouberg municipality	Corporate	0766601146	0155050296	phuti@webmail.co.za
<b>24.</b>	Stjie K.T	M	Blouberg municipality	Corporate	0822937000	0155050206	setjiek@blouberg.gov.za
<b>25.</b>							

**Attendance Statistics By Gender**

<b>FEMALE</b>	<b>15</b>	<b>62.5%</b>
<b>MALES</b>	<b>9</b>	<b>37.5%</b>
<b>TOTAL</b>	<b>24</b>	<b>100%</b>



**Annex C: Summative Workshop Evaluation Form**

**COE Implementation Workshop- Blouberg Local Municipality**

**Country:** South Africa, Limpopo

**Venue:**

**Date:**

**Administration information**

<b>Sex</b>	<input type="checkbox"/> Male <input type="checkbox"/> Female					
<b>Country</b>						
<b>City/ Town/ Village</b>						
<b>Age Group</b>	<input type="checkbox"/> 12 - 17	18 -30 <input type="checkbox"/>	31- 40 <input type="checkbox"/>	41 - 50 <input type="checkbox"/>	51 - 60 <input type="checkbox"/>	60 + <input type="checkbox"/>
<b>Education level</b>	Primary School <input type="checkbox"/>	Secondary School <input type="checkbox"/>	Tertiary <input type="checkbox"/>	Vocational <input type="checkbox"/>	Adult literacy <input type="checkbox"/>	

*Please score the following 1-10 where 1= very poor; 10 – excellent*

	<b>SCORE OUT OF TEN</b>
<b>1. PROGRAMME DESIGN</b>	<b>77%</b>
<b>2. PROGRAMME CONTENT</b>	<b>75%</b>
<b>3. DOCUMENTATION</b>	<b>77%</b>
<b>4. FACILITATION</b>	<b>85%</b>
<b>5. GROUP WORK</b>	<b>80%</b>
<b>6. OUTPUTS</b>	<b>70%</b>
<b>7. OUTCOMES AND FOLLOW UP PLANS</b>	<b>78%</b>
<b>8. LEARNING OPPORTUNITY</b>	<b>82%</b>
<b>9. NETWORKING OPPORTUNITY</b>	<b>76%</b>
<b>10. ADMINISTRATIVE ARRANGEMENTS</b>	<b>77%</b>

**Which session did you find most useful? Why?**

- SADC Protocol on Gender and Development was very useful
- GBV and the impact it has on our communities
- Carework was very useful for me as it is what I am doing at the moment
- Gender Budgeting as I understand why we need to set money aside for gender issues
- Sex and Gender
- Women and Governance and why politics is harsh towards women
- All sessions
- Peace building and conflict resolution was the best for me
- Gender and Climate change because this was something new for me
- LED and why it is important to make sure we empower women.

**Which session did you find least useful? Why?**

- Gender Budgeting
- Not one session (4).
- The gender action plan as we did not have enough time to fill it in and I am afraid there won't be time to finish it off
- Everything was very/ most useful to me.

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

- I learned a lot it was very useful to attend this workshop
- Share with my community and councillors
- Teach my colleagues
- Understanding diversity and what I can do to make a change
- Think differently about gender issues
- Sensitise my family members
- Take this forward with my manager
- My role as a man has been challenged a lot
- Ensure that as a young woman I remain true to myself
- Ask that Gender Links does this for my church members

**Any other comments**

- GL must do this training for my community and also the church members this training would be very good for them
- Thanks Ntombi very much
- Want to know more about Gender Links
- The action plan was hard and it was not finished
- We need more men to attend the workshops
- Lack of senior managers made this hard because they need to hear the information as they are the decision makers
- This workshop was very good I was challenged many times as a person
- This training is very important