

# REPORT

## LOCAL GOVERNMENT GENDER BASED VIOLENCE ACTION PLAN WORKSHOP

**District: Berea**

**Community Council: Maluba-lube D06**

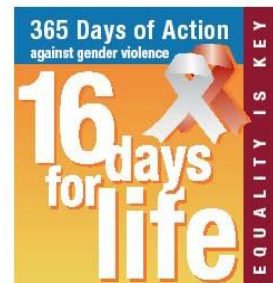
**Date: 5-6 November 2009**  
**Venue: Maluba-lube Council**



**Cllr 'Mamolulela Rankai (left)**



Berea District Council



## **Table of Contents**

Executive Summary	3
Background	4-5
Process and activities	5
Outputs, Outcomes	5
Way Forward	5

## **Annexes**

• A – Programme	6-7
• B - List of participants	8
• C - GAP and GBV Status Report	9
• D – Group work and discussion	10-13
• E - GBV Action Plan: Maluba-lube D06 CC	15-18
• F - Messaging / slogans / posters /calendar	19-20
• G - SADC Protocol: village level report	21-23
• H– Workshop Evaluation	24-25

## **Executive Summary**

The following report is a summary of proceedings during the Local Government Gender Action Plan workshop that was held for the Maluba-lube D06 Community Council in the district of Berea from the 5-6 November 2009.

The objectives of the programme were to;

- Establish the status of the Gender Action Plans developed in 2008.
- Popularise the SADC Protocol on Gender and Development.
- Develop 365 Day Local Action Plans to end Gender Based Violence or strengthen existing GBV action plans.
- Develop messages for backstopping the local 365 Day Action Plans to end GBV.
- Establish communication strategies for the GBV action plans.
- Inform councils about the collection of good practices for addressing GBV at the local level and in the Gender Justice and Local Government Summit.

Refer to the full workshop programme attached at **Annex A**.

The workshop was attended by 17 participants (8 men and 9 women); a Workshop participants' list is attached at **Annex B**.

Current status report on GAP (gender action plan) and GBVP (gender based violence action plans) can be found in a table showing the current status in terms of challenges the council encountered and the necessary support required, attached at **Annex C**.

The Group work and discussions that took place during the workshop are attached at **Annex D**.

The Draft Gender Based Violence Action Plan that was developed by participants is attached at **Annex E**.

The GBV messages/slogans/posters and calendar are attached at **Annex F**.

The SADC protocol village level report is attached at **Annex G**.

A summary of workshop evaluations by participants is attached at **Annex H**.

## Background

The **365 Days of Action** is a concept, first adopted in South Africa, to extend the 16 days of Activism on Gender violence Campaign to a coordinated and comprehensive year-long response to end gender violence through the development of a National Action Plan. The plan serves as an important tool to strengthen efforts to end gender violence by holding governments, civil society and other stakeholders responsible for commitments they make.

The United Nations Secretary General's 2006 report on gender violence highlights the significance of:

- Comprehensive and coordinated National Action Plans driven by governments
- States should build and sustain strong multi-sectoral strategies, coordinated nationally and locally
- Work to end violence against women requires not only a clear demonstration of political commitment but also systematic and sustained action, backed by strong, dedicated and permanent institutional mechanisms.
- States should build on the work done by non-governmental organizations (NGOs), scale up and institutionalize it and share experiences with other countries

The SADC Gender and Development Protocol signed in August 2008 sets a target for governments to halve current levels of gender based violence by 2015 and emphasises that States should adopt an integrated approach to address gender violence.

The 365 Day National Action Plan for Lesotho was developed in May 2008 and was launched in at the beginning of the 16 Days of Activism Campaign against Women and Child Abuse later in 2008. However, national action plans are only as good as they are implemented at local level if they are to make a difference in the lives of ordinary women, men, girls and boys.

The project to develop **gender action plans for local government** was the outcome of a number of processes. Following the launch of the research, *At the Coalface: Gender and Local Government in Southern Africa*, Gender Links in partnership with the Ministries of Gender and Local Government and Women and Law in Southern Africa, coordinated the Gender Strategy Workshop for Local Government which had brought together Councillors from the 10 districts, government officials and representatives of Civil Society Organisations. Some of the participants later joined the Training of Trainers Workshop that was held in Johannesburg South Africa. This was done in preparation for the implementation of the Local Government Gender Action Plan Workshops that were held in all the 10 Districts. During this process, representatives of local authorities in each district were able to develop gender action plans that were to be incorporated within the existing service delivery plans. Gender based violence was featured as one of the important components and a key service delivery issue in the plan.

The GBV action plans are meant to enhance current mechanisms that local authorities employ in combating GBV within their localities. Since the GBV action plans are done at a Community Council level, it is crucial that Councils fully commit a budget that is driven

towards initiatives of this nature rather than dependence on the support by the District Councils. Collection of good practices to showcase at the first annual Southern Africa local government and Gender Justice Summit and Awards, may instil good spirit to local councils to do more in order to be counted amongst the best in the region.

## **Process and activities**

The processes and activities for the workshop were guided by the manual titled, 'Localising gender justice initiatives'. The manual was translated into Sesotho, a local language used to conduct workshops at a local level.

### ***Gender action plan current status update***

With each of the district councils having a developed gender action plan in 2008 (processes referred to above), it is important to get an update on the status of these and to find out during the GBV action plan workshops if these plans have been filtered down to all district and local municipalities. This session is used to establish whether they have been adopted, whether GBV action plans already exist, and what some of the challenges are that is hindering implementation as well as the kind of support GL can offer to address these challenges. Highlights are also shared and a way forward it mapped where necessary.

### ***SADC protocol quiz***

With the SADC Protocol on Gender and Development having been adopted in August 2008, a need was identified to design a programme that domesticated the Protocol through village and community level workshops, with the aims of raising awareness around the Gender Protocol at the grassroots level. The SADC Protocol on Gender and Development module of the GBV action training manual uses a short SADC knowledge quiz to test the participants knowledge on the protocol, these quiz results are then consolidated (as below) and the results are used as baseline data on Protocol knowledge. Participants go on to discuss and prioritise the various targets and how these can be implemented in the everyday work of councils.

**NB:** *Please see the SADC protocol village level report attached at **Annex G** and the discussion that followed.*

### ***Checklist for change and developing a GBV action plan***

Local government can address gender based violence as a key service delivery issue in a number of ways and before participants start the process of developing the actual GBV action plan, the group goes through a checklist for change that can assist municipalities to get started on either developing a local action plan to end GBV or to see if their action plan addresses key concerns. This checklist is put together across the levels that local government use for planning, i.e. prevention, support, response and coordination and it also includes the transversal issues of monitoring and evaluation and budgets.

### ***Communicating the action plan***

Once the participants have developed their GBV action plans, it is important for them to identify very practical tools that they can use to communicate their action plans that target the members of their relevant communities. Communicating gender based

violence issues to communities is difficult and therefore if participants have any questions around communication these GBV action plans, it should be addressed during this particular session and therefore it is important that local government officials and councillors put across their messages on GBV to their community members more effectively.

### ***Southern Africa Local Government and Gender Justice Summit***

Before officially concluding the workshop and after summarising everything that was presented during workshops, participants are taken through a PowerPoint presentation on the first Southern Africa local government and gender justice summit and awards that will be taking place. The application process and adjudication process is explained and pamphlets are distributed to all participants.

### **Outcomes**

- Development of a clear strategy for ending gender violence at the local level, specific to the needs of communities governed within the Council's boundaries.
- Curiosity to start participating in the 16 Days of Activism Campaigns against GBV.
- Sharing of good practices and arousing interest so that Councils could volunteer to participate in the first local government and gender justice summit and awards taking place in 2010.

### **Way Forward**

- The first most important thing is to sit as a Council and decide on those activities that need to be attended to urgently especially as the 16 Days Campaign approaches.
- Engage other groups in the area that work on social and community development sectors. I.e. Home Based Support Groups (HBSG).
- Talk to schools and churches about GBV education and awareness raising activities.
- Conduct public gathering and public dialogues for further engagement with the public.
- Conduct a consultative meeting with local chiefs for information sharing and awareness raising on GBV and the need for reporting.
- Consolidate the GBV plan into the Councils annual service delivery plan.
- Try and work with the media so that the work done by the council is publicised.

**Annex A: Programme**

**PROGRAMME**

<b>Time</b>	<b>Action</b>	<b>Who</b>
<b>DAY ONE</b>		
8:00 – 8:50	Welcome and opening	Chairperson
8:50 – 9:10	Purpose of the workshop	
9:10 – 9:30	Report on the gender action plans that were developed in 2008	
9:30 – 10:00	Discussion <ul style="list-style-type: none"> <li>• How can challenges in implementing committed actions be overcome?</li> <li>• What support is required and from who?</li> </ul>	GL facilitator
10:00 – 10:30	<b>TEA</b>	
10:30 – 10:45	SADC Protocol Quiz	GL facilitator
10:45 – 11:30	DVD: Roadmap to equality To introduce the SADC Gender Protocol and its relevance to local government	
11:30 – 13:00	Strategies to popularise the protocol	
13:00 – 14:00	<b>LUNCH</b>	
14:00 – 15:00	GBV as a key service delivery issue <ul style="list-style-type: none"> <li>• Checklist for change for local government</li> </ul>	GL facilitator
15:00 - 17:00	Developing a 16 Days calendar and action plan <ul style="list-style-type: none"> <li>• Prevention</li> <li>• Response</li> <li>• Support</li> <li>• Budget, monitoring and evaluation</li> </ul>	
16:00 – 16:15	<b>TEA</b>	
<b>DAY TWO</b>		
8:30 – 9:00	Report back	GL facilitator
9:00 – 10:00	Communicating the local GBV action plan	
9:30 – 11:00	Group work: Developing messages and slogans Developing a calendar of dates	
11:00 – 11:30	<b>TEA</b>	
11:30 – 12:00	Designing a poster	
12:00 – 13:00	Report back	
13:00 – 14:00	<b>LUNCH</b>	
14:00 – 15:00	Gender Justice and Governance Summit: Collecting, documenting and presenting good practices on prevention of GBV by local municipalities	
15:00 – 15:30	<b>TEA</b>	
15:30 – 16h30	Way forward and open discussion	GL facilitator

<b>Time</b>	<b>Action</b>	<b>Who</b>
	<ul style="list-style-type: none"><li>• Support for implementing 365 Day action plans</li><li>• Collecting local best practices on preventing gender violence</li><li>• Gender justice and local government summit</li><li>• Monitoring and evaluation</li><li>• AOB</li></ul>	



**Annex B: List of participants**

**Attendance List  
Local Government GBV Action Plan Workshop**

	<b>Name</b>	<b>Sex M/F</b>	<b>Organisation</b>	<b>Designation</b>	<b>Phone</b>	<b>Fax</b>	<b>Email</b>
1.	`Mamolulela Rankai	F	Maluba-lube D06	Member	58035847		
2.	Mamasole Mokolokolo	F	Maluba-lube D06	Member	58449198		
3.	Anna Khojane	F	Maluba-lube D06	Member	58674531		
4.	Puleng Lerata	F	Maluba-lube D06	Member	58854233		
5.	Mampeo Mahase	F	Maluba-lube D06	Member	58827642		
6.	Ngaka Kholopane	M	Maluba-lube D06	Member	63144513		
7.	Seboko Moseme	M	Maluba-lube D06	Member			
8.	Thabo Moleko	M	Maluba-lube D06	Member			
9.	Libebo Jane	F	Maluba-lube D06	CCS	22500838		
10.	Tseliso Sheole	M	Maluba-lube D06	Member			
11.	Raseeng Lipholo	M	Maluba-lube D06	Member	22500838		
12.	Seipopi Moroane	F	Maluba-lube D06	Member			
13.	Thebe Thute	M	Maluba-lube D06	Member	22500838		
14.	Khoai Mamoshoeshoe	F	Maluba-lube D06	Member			
15.	`Maisaka M	F	Maluba-lube D06	Member			
16.	Neo Tina	M	Maluba-lube D06	Member			
17.	Ranthomeng Sekoai	M	Maluba-lube D06	Member			

**Attendance statistics by gender**

<b>Females</b>	9	53%
<b>Males</b>	8	47%
<b>TOTAL</b>	<b>17</b>	<b>100%</b>

**Annex C: Current Status Report - GAP and GBV AP**

**MALUBA-LUBE D06 COMMUNITY COUNCIL  
CURRENT STATUS REPORT: GENDER ACTION PLAN and GENDER BASED VIOLENCE ACTION PLAN**

Gender action plan in existence/adopted  <b>365 Day GBV action plan existence / adopted</b>	Person responsible for Gender	Highlights achievements /	Challenges faced	Support required from Ministries of Gender and Local Government and CSO's (incl. GL)
<ul style="list-style-type: none"> <li>- Gender Action Plan had just been delivered by the Berea District Council, not yet implemented</li> <li>- GBV Action Plan does not exist</li> <li>- Have not heard about the National 365 Day action plan, aware of the 16 Days Campaign, Council has never participated.</li> </ul>	<ul style="list-style-type: none"> <li>- Social Services Committee.</li> <li>- No gender focal person.</li> </ul>	<ul style="list-style-type: none"> <li>- No work on GBV yet.</li> </ul>	<ul style="list-style-type: none"> <li>- Lack of financial resources and support</li> <li>- Lack of coordination at the district level</li> </ul>	<ul style="list-style-type: none"> <li>- Need for financial resources and support from development partners</li> <li>- Government departments, CSO's and CBO's need to ensure coordination of efforts.</li> </ul>

## ***Annex D: Group work and discussions***

### **Group Work**

#### **Exercise: What is the SADC protocol on gender and development?**

##### **Group 1**

#### ***What work is already happening to achieve the targets in the Protocol?***



**Cllr Anna Khojane**

- The department of gender is doing village consultation on the establishment of the Apex body that will be responsible for coordinating women's organisations in the country.
- All around the country there are Child and Gender Protection Units (C.G.P.U) whose responsibility is to deal with issues concerning gender violence in the homes and public spaces.
- Campaigns such as the 16 days of activism observed by the international community

has been observed in the country for some for time now.

##### **Group 2**

#### ***Have a look at the pamphlet with all of the targets, which of these would you prioritise?***

- Endeavour to enshrine gender equality and equity in their Constitutions and ensure that these are not compromised by any provisions, laws or practices.
- Review, amend and repeal all discriminatory laws.
- Abolish the minority status of women.
- Endeavour to ensure that 50 percent of decision-making positions in all public and private sectors are held by women including through the use of affirmative action measures.

##### **Group 3**

#### ***How can the targets in the Protocol be included in the work of your councils?***

- Our Council can pick on GBV as one of the important issues to discuss with the community.

- Try and put together the GBV action plan, 16 Days plan and the annual service delivery plan. Both the Council Secretary and the chairperson of the planning unit will lead the process.
- Use public gatherings and community dialogues to publicise the Protocol.
- Work closely together with local chiefs and other locally organised groups.
- Strive to produce translated information and education material for distribution at public forums.

#### **Group 4**

##### ***How can you begin to popularize the SADC protocol?***

- Production of the information and education materials such as flyers, posters and leaflets.
- Use community dialogues and public gatherings to introduce the protocol and start discussions around some of the issues that the protocol speaks to.
- Organise for joint school and church visitation by the council and gender links so as to encourage discussions by these groups.

#### **Discussion 1:**

##### **Questions and comments that took place during the *Checklist for change for local government* section**

- The Child and Gender Protection Units (C.G.P.U) within police stations are special units that are put up in order to address issues of gender violence effectively as part of law enforcement structure. However according to participants, police officers in the area do not live up to their word as many complainants have given reports of ill-treatment, discrimination and intimidation. As part of response and support structure to GBV, this unit is supposed to provide the necessary support and protection to victims of GBV but the reports show that the victims are humiliated and laughed at. This is even worse if a complainant is a man as police officers still believe that men should be brave enough not to claim abuse, especially not from their wives. This is reported to be happening despite the fact that the Unit itself always encourages people to report on cases of violence whether one is a victim or sees it happening to somebody else.
- Another comment that was strongly taken up was the fact that the Council did not have the mandate to erect structures like temporary shelter for survivors of GBV even if they see critical need as this lies with certain government department such as the department of social welfare.

#### **Discussion 2:**

##### **Questions and comments that took place during the completion of the *GBV actions plans***

- A question was posed as to whether Gender Links gender action plans for local government project was genuine as the council has been approached by many organisations in the past proposing for the integration of gender and gender based violence in the work done by the council but never came back for follow up and support required by the council. Participants expressed their suspicion that organisations that are donor funded, just run and bring projects to councils for the sake of reporting not necessarily for the benefit of the councils.



**Cllr Ts'eliso Shale**

- Despite discussions above, participants made grateful comments with regard to the in-depth work that Gender Links seemed to have undertaken in ensuring that many important issues are covered in the manual for knowledge and acquisition of skills. It was also said that it the gender action plan framework was user friendly because it was translated and simplified.

*Process – what needs to happen next?*

- Initial adoption of the GBV action plan by the council.
- Consolidate the GBV plan into the Councils annual service delivery plan.
- GBV action plan to be publicised and shared with stakeholders in the area.
- Solicit financial assistance from development partners.
- Implementation of the 16 Days plan during the oncoming campaign.
- Engage other groups in the area that work on social and community development sectors. I.e. Home Based Support Groups (HBSG).
- Talk to schools and churches about GBV education and awareness raising activities.
- Conduct public gathering and public dialogues for further engagement with the public.
- Conduct a consultative meeting with local chiefs for information sharing and awareness raising on GBV and the need for reporting.
- Try and work with the media so that the work done by the council is publicised.

**Discussion 3:**

**Questions and comments that took place during the *Communicating GBV barriers* exercise**

- Culture of not being interested in reading materials availed to the people i.e. newspapers, brochures e.t.c
- General ignorance and lack of interest.
- Tradition, culture and custom.

- Illiteracy.
- Division by party politics.

**What has been used to communicate GBV?**

- Public gatherings and community dialogues.
- Distribution of materials.

**Annex E: Maluba-lube D06, Draft GBV action plan**

**DRAFT GBV ACTION PLAN**

<b>SEPHEEO (STRATEGIC OBJECTIVE)</b>	<b>KETSO (ACTION)</b>	<b>BAPHETHAHATSI (WHO)</b>	<b>MAEMO HA JOALE (BASELINE)</b>	<b>SESUPO (INDICATORS)</b>	<b>NAKO (WHEN)</b>	<b>LIKHAKANYO TSA CHELETE (BUDGET)</b>
<b>Moralo oa ts'ebetso oa matsatsi a 365</b>						
Ho rala moralo oa ts'ebetso oa selemo toants'ong ea tthekefetso	Tlathoboe ea mefuta le lipalopalo tsa liketso tsa tthekefetso metseng	Litho tsa lekhotla	Ha ho manane	Litlaleho	Jan 2010	M50,000
<b>Thibelo (Prevention)</b>						
Polokeho ea basali:	Tlhoaeo ea libaka tse sa bolokehang; maoala a ho ntlafatsa libaka tse joalo	Marena, Makh'anselara	Libaka tse kotsi li teng	Litlaleho	Linako tsohle	
Ho ntlafatsa polokeho libakeng tse kotsi	Theha komiti e tla hlahloba polokeho ea basali selemo le selemo	Marena, komiti ea lits'ebeletso tsa mantlha tsa sechaba, sepolesa	Tlathoboe ea ha e-so etsoe	Litlaleho ka komiti ea lits'ebeletso tsa mantlha	Nov 2009	
	Ts'ebeliso 'moho le sechaba le sepolesa sa metse le mafapha a mang a ts'ereletso ho atlehisa polokeho	Makh'anselara, marena, sepolesa		Litlaleho ka kotara	Nako le nako	
	Rala mananeo a sechaba a tlhokomeliso ka litaba tsa	Lekhotla, C.G.P.U, mekhatlo ea sechaba		Lenane la mat'solo	Nov 2009	M65,000

<b>SEPHEEO (STRATEGIC OBJECTIVE)</b>	<b>KETSO (ACTION)</b>	<b>BAPHETHAHATSI (WHO)</b>	<b>MAEMO HA JOALE (BASELINE)</b>	<b>SESUPO (INDICATORS)</b>	<b>NAKO (WHEN)</b>	<b>LIKHAKANYO TSA CHELETE (BUDGET)</b>
	tthekefetso					
Ho theha mekhhoa ea tšebelisano 'moho le bohle ba chang ba tšola litabeng tsa tekano	Ho tšoara lithupelo le bohle ba chang ba tšola litabeng tsa tekano	Lekala la tekano, C.G.P.U, Mekhatlo ea Sechaba		Litlaleho tsa lithupelo	2010	M105,000
Ho ruta sechaba ka tthekefetso eo sesosa sa eona e leng ho se lekane hoa matla lehoja e sa bonahale	Ho ruta sechaba ka melao eohle e khahlanong le tthekefetso	Lekala la Tekano, Master of the High Court, C.G.P.U, WLSA, FIDA, Law Office	Sechaba ha sena thuto ka melao	Tsebo anetseng e ka melao	Feb 2010	M120,000
<b>Mats'olo a tihokomeliso (Awareness Campaigns)</b>						
Ho hlokomelisa sechaba ka kotsi ea liketso tsa tthekefetso ka har'a malapa	Lipitso, mats'olo	Marena, litho tsa lekhotla	Molao o tsamaisang litaba tsa tthekefetso ka har'e ho malapa ha o eso be teng	Lenane la lipitso tse ts'oeroeng	Nov-Dec 2009	M15,000
Ho ruta sechaba ka melao e laolang litaba tsa tthekefetso le litlolo tsa molao tse amahangoang le tthekefetso	Lithupelo holim'a melao e laolang litlolo tsa molao tse amahangoang le tthekefetso; Mema mafapha a molao	Lekala la tekano, C.G.P.U, WLSA, FIDA	Tsebo ea fokola	Ho fokotseha hoa litlolo tsa molao sebakeng sena	2010	M130,000



<b>SEPHEEO (STRATEGIC OBJECTIVE)</b>	<b>KETSO (ACTION)</b>	<b>BAPHETHAHATSI (WHO)</b>	<b>MAEMO HA JOALE (BASELINE)</b>	<b>SESUPO (INDICATORS)</b>	<b>NAKO (WHEN)</b>	<b>LIKHAKANYO TSA CHELETE (BUDGET)</b>
<b>Mehlala toants'ong ea Tlhekefetso (Best Practices)</b>						
Ho bonts'a mehlala e metle toants'ong ea tlhekefetso	Pokello le ponts'o ea mehlala e metle ts'ebetsong ea makhotla toants'ong ea tlhekefetso	Litho tsa lekhota la Maluba-lube	Pokello e joalo ha e-so etsoe	Pokello ea mehlala	Jan- Feb 2010	
<b>Se ka etsoang/Bohato (Response)</b>						
Ho ts'ehetsa boikitlaetso ba mafapha kaofela litabeng tsa tlhekefetso boemong ba setereke kapa ba naha	Ts'ehetso ea lets'olo la matsatsi a 16 khahlanong le ea tlhekefetso	Lekhotla la Maluba-lube	Lekhotla ha le e-so kenye letsoho lets'olong lena	Karolo eo Lekhotla la e nka	Nov-Dec 2009	M54,000
	Ho etsa bonnete ba hore litaba tsa tekano li hlahella ka holimo meralong ea selemo le selemo	Komiti ea lits'ebeletso tsa mantlha	Meralo ha ea kenyeletsa litaba tsa tekano ka tsela e khotsofatsang	Litlaleho tse tla fanoa ke Komiti	2010	
Ho fana ka lintlha le leseli la moo mahlatsipa a tlhekefetso a ka fumanang thuso teng	Ntlafatso ea liphatlalatso tsa mekhatlo e ikemetseng le tsa makhotla a puso ea libaka ka lipuo tse fapaneng ka maselinyana	Lekhotla la Maluba-lube, mekhatlo ea sechaba	Liphatlalatso ha li e-so etsoe	Lingoliloeng	Nako le nako	M108,000
<b>Ts'ehetso (Support)</b>						
Ho fana ka ts'ehetso e ntlafetseng le tlhokomelo ea	Ts'ebeliso 'moho le mekhatlo ea sechaba e fanang ka	Mekhatlo ea ts'ehetso ea bakuli, WLSA, FIDA, PHELA, C.G.P.U	Ts'ehetso e fanoa ke litsi tsa bophelo	Litlaleho	2010	

<b>SEPHEEO (STRATEGIC OBJECTIVE)</b>	<b>KETSO (ACTION)</b>	<b>BAPHETHAHATSI (WHO)</b>	<b>MAEMO HA JOALE (BASELINE)</b>	<b>SESUPO (INDICATORS)</b>	<b>NAKO (WHEN)</b>	<b>LIKHAKANYO TSA CHELETE (BUDGET)</b>
mahlatsipa a tthekefetso	ts'ehetso e joalo					
Ho fana ka leseli la moo mahlatsipa a tthekefetso a ka fumung thuso teng	Phatlalatso ka lipampits'ana tse ngotsoeng ka puo ea Sesotho; liea-le-moea; likolo	Lekhotla, mekhatlo ea sechaba, likolo	Mosebetsi o joalo ha o e-so etsoe ke Lekhotla lena	Palo ea lipapits'ana tse fanoeng ho sechaba	2010	M,000
Ho ts'ehetsa bophethahatsi ba meralo oa ts'ebetso ea thibelo ea tthekefetso	Ho khothaletsa hore basali ba be le boikemelo litabeng tsa moruo e le ho fokotsa sekhahla sa liketso tsa tthekefetso	Lekhotla la Maluba-lube	Lekala la tekano le na le mananeo a joalo seterekeng mona	Tlaleho ea lipitso	2010	M15,000
<b>Khokahano (Coordination)</b>						
Ho netefatsa khokahano e matla ea mananeo a thibelo ea tthekefetso	Theha komiti ea khokahanyo ea litaba tsa tthekefetso	Lekhotla, likomoti tsa mahokela metseng, marena,	Khokahano ea mafapha ea fokola	Komiti	Nako tsohle	
	Ntlafatsa likamano le sepolesa ho etsa bonnete ba hore litaba tsa tthekefetso li atameloa ka hloko	C.G.P.U, Lekhotla la Maluba-lube		Litlaleho ka tthekefetso	Nako tsohle	
<b>Likhakanyo tsa Chelete (Budget Allocation)</b>						
Ho etsa bonnete ba hore makhotla	Etsa lixhakanyo tsa chelete tse tla shebana le merero	Komiti ea lichelete, molula-setulo oa lekhlotla	Lekhotla ha le na chelete e lekaneng		April 2010	

<b>SEPHEEO (STRATEGIC OBJECTIVE)</b>	<b>KETSO (ACTION)</b>	<b>BAPHETHAHATSI (WHO)</b>	<b>MAEMO HA JOALE (BASELINE)</b>	<b>SESUPO (INDICATORS)</b>	<b>NAKO (WHEN)</b>	<b>LIKHAKANYO TSA CHELETE (BUDGET)</b>
a puso ea libaka a fana ka ts'ehetso ea lichelete mererong ea thibelo ea tthekefetso	ea thibelo ea tthekefetso Etsa likhakanyo tsa chelete tse tla ts'ehetsa mats'olo a tthekefetso j.k lets'olo la matsatsia leshome la metso e ts'eletseng khahlanong le tthekefetso	Lekhotla la Maluba- lube, Mekhatlo ea bafani	Chelete ea fokola ha joale	Mats'olo a tlhokomeliso a selemo le selemo	Selemo le selemo	
<b>Ts'alo-morao le Boitlathobo (Monitoring and Evaluation)</b>						
Ho etsa bonnete ba hore boikitlaetso le maoala ohle a thibelo ea tthekefetso li saloa morao 'me lia hlahlojoa	Ho iphela lintlha tseo e tlang ho ba sesupu sa ho metha ts'ebetso le hore na tema e khathuoe ha kae	Mongoli, Molula -Setulo	Moralo ha o eso kene ts'ebetseng	Ho atleha hoa moralo	Jan 2010	
Ho fumana lipalo-palo ka litaba tsa tthekefetso metseng	Tšoara tlathlathobo ea maemo a tthekefetso e bakoang ke ho hloka tekano ka har'a metse	Litho tsa lekhlotla la mathomo la Maluba- lube	Maemo tthekefetso tsejoe	Litlaleho	Selemo le selemo	

**Annex F: Messages / slogans / posters**

**DEVELOPING MESSAGES AND SLOGANS AND POSTERS FOR THE CAMPAIGN**

**Maluba-lube Community Council**

<b>Arena for action</b>	<b>Day</b>	<b>What needs to be communicated to or by these groups</b>	<b>Slogan</b>	<b>What communication tool should be used</b>
<b>Individual</b>				
Abused woman or man	25 November	Stop to violence	'We should All Fight Violence'	Posters, leaflets and flyers
Abused child	25 November	Stop to violence	'Put a stop to child abuse'	Distribute posters in schools
Abusive men	25 November	Ending GBV	'Love and support women and children'	Talk shows on radio
<b>Family/ Household –positive parenting</b>				
Mother, father, guardian	10 December	Parental responsibilities	'Protect your family, stop abuse'	Posters, leaflets and flyers, Talk shows on radio
<b>Community</b>				
Schools	10 December	Education for all children	'All children have a right to education'	School visits, public gatherings
Religion	25 November	Role of the church on domestic abuse	'Men as head of families should protect their families against abuse'	Church visits, information generating materials

Arena for action	Day	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
Sports	3 December	Protection of rights for the disabled	'Disabled persons have a right to participate in all sports activities'	Radio shows, sports activities

***Annexe G: SADC Protocol village level evaluations***


**Records of village level meetings conducted and evaluation forms after each of these**

To be completed by facilitator

**Name of country:** Lesotho, Berea

<b>Date</b>	5 <sup>th</sup> and 6 <sup>th</sup> November 2009
<b>Theme of Protocol village meeting</b>	GBV Action Plan Workshop
<b>Participants' list</b>	Attached to Report
<b>Number of women participants</b>	9 of 17 (53%)
<b>Number of men participants</b>	8 of 17 (47%)
<b>Civil society representatives present</b>	0

<p><b>Knowledge Quiz administered?</b></p>	<p><b>Yes</b></p> <ol style="list-style-type: none"> <li>1. <i>Where and when was the SADC Protocol on Gender and Development signed?</i> <ul style="list-style-type: none"> <li>• 2 (12%) people answered correctly and 15 (88%) had incorrect answers.</li> </ul> </li> <li>2. <i>Has your country signed the protocol?</i> <ul style="list-style-type: none"> <li>• 5 (29%) people answered correctly and 12 (71%) answered incorrectly.</li> </ul> </li> <li>3. <i>Which two countries have not yet signed the Protocol?</i> <ul style="list-style-type: none"> <li>• 0(0%) person answered correctly and 17 (100%) answered incorrectly.</li> </ul> </li> <li>4. <i>How many targets does the Protocol have?</i> <ul style="list-style-type: none"> <li>• 1 (6%) people answered correctly and 16 (94%) answered incorrectly.</li> </ul> </li> <li>5. <i>What is the target for women in decision-making and when should it be achieved by?</i> <ul style="list-style-type: none"> <li>• 4(24%) people answered correctly and 13(76%) answered incorrectly.</li> </ul> </li> <li>6. <i>What is the target for ending or reducing GBV?</i> <ul style="list-style-type: none"> <li>• 0(0%) people answered correctly and 17(100%) answered incorrectly.</li> </ul> </li> </ol> <p>Participants really felt happy that they had to do this exercise. Especially during the revelation of correct answers and results to the questions above.</p>
<p><b>Answer sheets to the quiz as baseline data</b></p>	<p>Sample attached in the manual</p>

<p><b>Issues raised</b></p>	<p>No issues raised</p> <p><b><i>Discussions: Comments and questions that followed after the SADC protocol quiz</i></b></p>  <p><b>Cllr 'Mamolulela Rankai making a point</b></p> <ul style="list-style-type: none"> <li>Participants expressed their gratitude to Gender Links for sharing information on regional instruments such as the SADC Protocol on Gender and Development as they felt that local councils are really neglected when achievements at the regional and national level such as the Protocol are celebrated. Moreover it was felt that it is important for these instruments to be introduced to local authorities so that they can in turn integrate desired objectives into existing service delivery plans.</li> </ul>
<p><b>Responses</b></p>	<ul style="list-style-type: none"> <li>There was a general agreement that the Central Government through its various ministries and departments should be urged to introduce and share international and regional agreements to the people as soon as the Government play party to. Public education on these was said to be applicable to national laws such as the Sexual Offences Act of 2003 and the Legal Capacity of Married Persons of 2006 so that it does not become a sole responsibility of civil society groups.</li> </ul>
<p><b>Follow-up meeting / Next steps?</b></p>	<p>This will be done during the next meeting for the Council</p>
<p><b>Evaluation forms</b></p>	<p>Summary provided in the report</p>



## ***Annex H: Workshop Evaluation***

### **WORKSHOP EVALUATION**

**Total no. of returned forms: 17**

	<b><u>EXCELLENT</u></b>	<b><u>GOOD</u></b>	<b><u>FAIR</u></b>	<b><u>POOR</u></b>	<b><u>VERY POOR</u></b>
<b>1. PROGRAMME DESIGN</b>	11	6			
<b>2. PROGRAMME CONTENT</b>	16	1			
<b>3. DOCUMENTATION</b>	15	2			
<b>4. FACILITATION</b>	17	0			
<b>5. GROUP WORK</b>	14	3			
<b>6. OUTPUTS</b>	17	0			
<b>7. OUTCOMES AND FOLLOW UP PLANS</b>	16	1			
<b>8. LEARNING OPPORTUNITY</b>	17	0			
<b>9. NETWORKING OPPORTUNITY</b>	15	1	1		
<b>10. ADMINISTRATIVE ARRANGEMENTS</b>	16	1			

### **COMMENTS**

#### **1. Which session did you find most useful? Why?**

- Discussions on examples of domestic violence and its consequences, I did not think that some of the family matters can be treated as acts of violence.
- Exploring the issue of head boy's right to education. Since the government has provided free primary education there should be no reason as to why children do not achieve basic primary education. It is our responsibility as councillors to urge parents to comply. (2)
- I glad we had to learn about the SADC Protocol on Gender and Development; this will give our basis from which we can work from as we tackle issues of GBV and community development.
- The process of developing the action plan and the calendar for the 16 Days of Activism was important even though we were very tired. (3)
- Our discussion on the need for 50% representation of women in decision making by 2015 as recommended in the Protocol. Even though it became a heated debate, I was happy that we explored the issue as the 30% quote for local government was enacted without proper public education as to why it had to be done.(2)

#### **2. Which session did you find least useful? Why?**

- None of the sessions (3).
- Nil.

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

- Conduct public gatherings; invite various stakeholders so that we speak with one voice. (3)
- Do a lot of public gatherings for adults and plan peaceful march for the youth as they really attend public gatherings.
- Include key action points on GBV into the existing service delivery plan for the Council. (2)
- Engage with existing village committees and sub-committees on GBV.
- Community dialogues and public gatherings. (4)

### **4. Any other comments?**

- I think workshops like this are crucial for enhancing the work of local councils.(3)
- I am very happy to have been part of this workshop. This is an important step towards combating GBV.
- As a man, I had lack of understanding on issues of gender but towards the end of the workshop I felt good that we shared so much.
- Every person was given the freedom to express their feelings and opinion; I think the facilitator was fair and non-discriminatory. (4)
- There is need for more in-depth education on GBV as this is still treated as a private matter in many instances. There are cases that are difficult for local chiefs to address due to lack of legislature around GBV.
- It is critical to do follow up and provide the necessary support to councils after workshops of this nature.
- Gender and GBV education and training for community councils should be continued.
- There is need to disseminate information on GBV to the people.
- Local councils should call for public gatherings where information on GBV can be shared.(2)
- As a Councillor, I have discovered that young people do not like attending public gatherings; I therefore think that there is need to devise new ways of engaging with them in order to efficiently address their developmental needs.