

REPORT

LOCAL GOVERNMENT GENDER BASED VIOLENCE ACTION PLAN WORKSHOP

District: Quthing
Community Council: Mokotjomela G08

Date: 15 - 16 October 2009
Venue: Mokotjomela Council



SADC Protocol DVD –Participants watch on



Quthing District Council

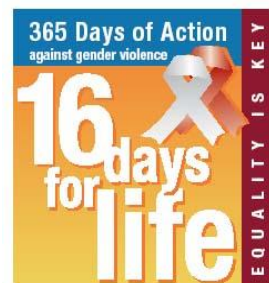


Table of Contents

Executive Summary	3
Background	4-5
Process and activities	5
Outputs, Outcomes	5
Way Forward	5-6

Annexes

• A – Programme	7-8
• B - List of participants	9
• C - GAP and GBV Status Report	10
• D – Group work and discussion	11-14
• E - GBV Action Plan: Mokotjomela G08 CC	15-19
• F - Messaging / slogans / posters /calendar	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 Mokotjomela G08 Community Council in the district of Quthing from the 15 - 16 October 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 10 participants (5 men and 5 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.

Group work during checklist for change session

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 use 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

- Put the GBV action plan workshop in the agenda during the next Council sitting to discuss how the action plan can be incorporated within the day to day work done by the council.
- Agree on activities to embark on during the 16 Days of Activism and assign the Social Services Committee as a coordinating body.
- Organise a consultative meeting with stakeholders to share the workshop outcomes.
- Derive a plan of action and sharing of responsibilities for implementation of the 16 Days activities.
- Source out financial resources in support of these activities. GL, GTZ e.t.c
- Engage the District Council and the District Planning Unit, as well as NGO's operating nationally.
- Organise forums of discussion for the youth. Clubs for the youth in schools and out of schools. Head boys e.t.c
- Solicit constant support from GL, Ministry of Gender and all other organisations working in the area of GBV.
- Initiate a visitation exercise where Community Councils can share experiences with regard to the implementation of plans around the district.

Annex A: Programme

PROGRAMME

Time	Action	Who
DAY ONE		
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"> • How can challenges in implementing committed actions be overcome? • What support is required and from who? 	GL facilitator
10:00 – 10:30	TEA	
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	LUNCH	
14:00 – 15:00	GBV as a key service delivery issue <ul style="list-style-type: none"> • Checklist for change for local government 	GL facilitator
15:00 - 17:00	Developing a 16 Days calendar and action plan <ul style="list-style-type: none"> • Prevention • Response • Support • Budget, monitoring and evaluation 	
16:00 – 16:15	TEA	
DAY TWO		
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	TEA	
11:30 – 12:00	Designing a poster	
12:00 – 13:00	Report back	
13:00 – 14:00	LUNCH	
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	TEA	
15:30 – 16h30	Way forward and open discussion	GL facilitator

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

Annex B: List of participants

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

	Name	Sex M/F	Organisation	Designation	Phone	Fax	Email
1.	Matebello Lekhooa	F	Mokotjomela G08	Chairperson	58705451		
2.	Mantai Lekoala	F	Mokotjomela G08	Vice Chairperson	58108858		
3.	Maphosholi Motabola	F	Mokotjomela G08	Member	58126123		
4.	Qefate Motjoli	M	Mokotjomela G08	Member	59477967		
5.	Molapo J Koali	M	Mokotjomela G08	Member	58409757		
6.	T. Malutu	M	Mokotjomela G08	Member	59207642		
7.	Mahlelebe Lesoetsa	M	Mokotjomela G08	Member	59107641		
8.	Matiisetso Matooane	F	Mokotjomela G08	Member	58097753		
9.	J Koepe	M	Mokotjomela G08	Chairperson-Social Services Committee			
10.	Lomile Masatsa	F	Mokotjomela G08	Council Secretary	22750276		

Attendance statistics by gender

Females	5	50%
Males	5	50%
TOTAL	10	100%

Annex C: Current Status Report - GAP and GBV AP

**MOKOTJOMELA G08 COMMUNITY COUNCIL
QUTHING DISTRICT COUNCIL**

Gender action plan in existence/adopted 365 Day GBV action plan existence / adopted	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"> - Gender Action Plan had just been delivered by the Quthing District Council, not yet implemented - GBV Action Plan does not exist - Have not heard about the National 365 Day action plan, aware of the 16 Days Campaign though 	<ul style="list-style-type: none"> - Social Services Committee though the Chairperson - There is no Gender Focal Person 	<ul style="list-style-type: none"> - No efforts so far towards gender or GBV orientated programmes 	<ul style="list-style-type: none"> - Not aware of efforts geared towards GBV, things are done at the national level and Councils are not well involved - The Council has limited financial resources, implementation will be difficult 	<ul style="list-style-type: none"> -Need financial support to execute plans developed

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?*

- Other Civil Society Organisations are involved in the 16 Days Campaign. Radio programmes, etc.
- The National Government through the Ministry of Gender is working with Communities on youth economic empowerment programmes within the various parts of the district. This is another way of addressing the issue poverty facing the youth.
- Councils in the district get involved in commemoration of the World AIDS Day which the National AIDS Commission prepares for each year.

Group 2: *Have a look at the pamphlet with all of the targets, which of these would you prioritise?*



Cllr Qefate Motjoli

men in the care and support of People Living with AIDS.

- Develop gender sensitive strategies to prevent new infections, ensure universal access to HIV and AIDS treatment for infected women, men, boys and girls; Develop and implement policies and programmes to ensure the appropriate recognition of the work carried out by care givers, the majority of whom are women; the allocation of resources and psychological support for care-givers as well as promote the involvement of

Group 3: *How can the targets in the Protocol be included in the work of your councils?*

- The Council could select some of the areas to work on through the different committees. GBV, etc.
- The Social Services Committee will be responsible for the Gender Based Violence and HIV/AIDS work.
- Share knowledge and work together with community structures that are already in existence such as the Home Based Support Groups for the sick, community policing bodies.

- Engage the youth in schools and outside schools.

Group 4: *How can you begin to popularize the SADC protocol?*

- Develop materials for distribution in schools, clinics, churches and any other public places.
- Have the material translated into a local language.
- Share information with the local chiefs.
- Conduct public gatherings in the villages.
- Plan an activity for the 16 Days of Activism that will attract the public.
- Invite other stakeholders to address the community during this event.
- Seek funds in order to support the 16 Days of Activism activities and the development of materials.

Discussion 1:

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

- One of the participants said that without proper knowledge of the contents in the Protocol, it would have been difficult to think of some of the actions suggested for Councils to undertake as it appears in the checklist section. However the group agreed that many of the actions points had not even been considered before since the Council had really done nothing to combat GBV.
- Another concern was that the Council had limited funds to support some of the suggested action points which would require money in ensuring implementation of action areas under the Support section.
- What became an in-depth discussion was the fact that the Councils do not hold the powers and do not have the resources to erect structures like the temporary shelter and counselling centres for survivors of GBV even though there is a huge need to do so. This kind of responsibility was said to lie with the National Government through various Ministries and Departments such as the Ministry of Health and Social Services, etc.

Discussion 2:

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

- On care work, participants felt that the men and women who voluntarily take care of the sick in the villages are basically taking over the responsibility of the Government. According to this group the government is facing the dilemma of controlling the HIV and AIDS pandemic and other ailments related to this. Worse of it all, hospitals and health care centres are overwhelmed with the number of people seeking health services and they in turn send the sick home. Then it becomes a problem as to who will take care of the people rejected by the hospitals. Members of the home based care support groups do not get paid and it was strongly felt that the local councils

should lobby for payment of these groups since the Councils themselves did not have enough budgets to do so.

- On the same issue, an agreement was made that men should be encouraged to join the home based care support groups in large numbers so as to assist the heavy load that women bear in doing this work as there are many of them in these groups. Another group that participants thought it should be encouraged to join the support groups is the youth because there are a lot of them in the villages who do not attend school and get trapped in doing committing crime and abusing drugs. It would be flagged during public gatherings intended for 16 Days of Activism and beyond.
- An emerging issue of under property dispossession on the orphaned children was raised. Due to many deaths that occur almost daily in each locality, a lot of children are left on their own as orphans. Unfortunately these children remain under the care of relatives, some of whom are not as caring. When the Council receives donations for distribution amongst the disadvantaged children including the orphaned, relatives take and make use of the given items on themselves and the benefit of their immediate families with considering the needs of these other children they supposedly are taking care of. This was labelled as a new form of GBV and it was thought that this issue should be raised in public gatherings and anywhere else where issues of violence are discussed.

Process – what needs to happen next?

- To discuss the action plan in the next council meeting
- Decide on activities that can be undertaken during the 16 Days of Activism Campaign.
- Clarify the role to be played by the social services committee in coordinating the activities planned for the Campaign.
- To conduct a consultative meeting with other stakeholders in the area. CBO's e.t.c
- Request for financial assistance to necessitate the implementation of these plans. GTZ e.t.c
- Engage the public through a series of public gatherings in each electoral division.

Discussion 3:

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

- Tradition, culture and custom
- Illiteracy
- Lack of cooperation between Councillors and local Chiefs
- GBV in particular domestic violence treated as a private matter
- Lack of interest
- People demanding to be paid if they get involved
- Working in segments
- Ignorance
- Division by political parties

What has been used to communicate GBV?

- Organising public gatherings and community dialogues.
- Leaflets and flyers for distribution

Annex E: Mokotjomela G08, Draft GBV action plan

DRAFT GBV ACTION PLAN

SEPHEEO (STRATEGIC OBJECTIVE)	KETSO (ACTION)	BAPHETHAHATSI (WHO)	MAEMO HA JOALE (BASELINE)	SESUPO (INDICATORS)	NAKO (WHEN)	LIKHAKANYO TSA CHELETE (BUDGET)
Moralo oa ts'ebetso oa matsatsi a 365						
Ho rala moralo oa ts'ebetso oa selemo toants'ong ea tthekefetso	Tlathobo ea mefuta le lipalo-palo tsa liketso tsa tthekefetso metseng	Litho tsa lekhotla	Ha ho manane	Litlaleho	Nov 2009	0
Thibelo (Prevention)						
Polokeho ea basali: Ho ntlafatsa polokeho libakeng tse kotsi	Tlhoaeo ea libaka tse sa bolokehang; maoala a ho ntlafatsa libaka tse joalo	Marena, Makh'anselara	Libaka tse kotsi li teng	Tlaleho	Oct 2009	0
	Theha komiti e tla hlahloba polokeho ea basali selemo le selemo	Komiti ea lits'ebeletso tsa mantlha, marena, sepolesa	Tlathobo ea ha e-so etsoe	Litlaleho ka ea lits'ebeletso tsa mantlha	2010	M45,000
	Ts'ebeliso 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	0
	Rala mananeo a sechaba a tlhokomeliso ka litaba tsa	Lekhotla, C.G.P.U, mekhatlo ea sechaba		Lenane la mat'solo	Nov 2009	M235,000

SEPHEEO (STRATEGIC OBJECTIVE)	KETSO (ACTION)	BAPHETHAHATSI (WHO)	MAEMO HA JOALE (BASELINE)	SESUPO (INDICATORS)	NAKO (WHEN)	LIKHAKANYO TSA CHELETE (BUDGET)
	tlhekefetso					
Ho theha mekhoa ea tšebeliso '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	M275,000
Ho ruta sechaba ka tlhekefetso eo sesosa sa eona e leng ho se lekane hoa matla lehoja e sa bonahale	Ho ruta sechaba ka melao eohle e khahlanong le tlhekefetso	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	M250,000
Mats'olo a tlhokomeliso (Awareness Campaigns)						
Ho hlokomelisa sechaba ka kotsi ea liketso tsa tlhekefetso ka har'a malapa	Lipitso, mats'olo	Marena, litho tsa lekhotla	Molao o tsamaisang libaba tsa tlhekefetso ka har'e ho malapa ha o eso be teng	Lenane la lipitso tse ts'oeroeng	Nov 2010	M100,000
Ho ruta sechaba ka melao e laolang litaba tsa tlhekefetso le litlolo tsa molao tse amahangoang le tlhekefetso	Lithupelo holim'a melao e laolang litlolo tsa molao tse amahangoang le tlhekefetso; Mema mafapha a molao	Lekala la tekano, C.G.P.U, WLSA, FIDA	Tsebo ea fokola	Ho fokotseha hoa litlolo tsa molao sebakeng sena	Jan 2010	M132,000

SEPHEEO (STRATEGIC OBJECTIVE)	KETSO (ACTION)	BAPHETHAHATSI (WHO)	MAEMO JOALE (BASELINE)	HA	SESUPO (INDICATORS)	NAKO (WHEN)	LIKHAKANYO TSA CHELETE (BUDGET)
Mehlala toants'ong ea Tlhekefetso (Best Practices)							
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 Mokotjomela			Pokello ea mehlala	Oct 2010	0
Se ka etsoang/Bohato (Response)							
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 Mokotjomela	Lekhotla ha le e-so kenye letsoho lets'olong lena		Karolo eo Lekhotla la e nka	Nov-Dec 2009	M86,000
	Ho etsa bonnete ba hore litaba tsa tekano li hlahella ka holimo meralong ea selemo le selemo	Komiti ea lits'ebeletso tsa mantlha			Litlaleho tse tla fanoa ke Komiti	2010	0
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 Mokotjomela, mekhatlo ea sechaba	Liphatlalatso ha li e-so etsoe		Lingoliloeng	Nako le nako	M120,000
Ts'ehetso (Support)							
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	Oct 2010	0

SEPHEEO (STRATEGIC OBJECTIVE)	KETSO (ACTION)	BAPHETHAHATSI (WHO)	MAEMO HA JOALE (BASELINE)	SESUPO (INDICATORS)	NAKO (WHEN)	LIKHAKANYO TSA CHELETE (BUDGET)
mahlatsipa a tlhekefetso	ts'ehetso e joalo					
Ho fana ka leseli la moo mahlatsipa a tlhekefetso a ka fuming 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	M66,000
Ho ts'ehetsa bophethahatsi ba meralo oa ts'ebetso ea thibelo ea tlhekefetso	Ho khotlaetsa hore basali ba be le boikemelo litabeng tsa moruo e le ho fokotsa sekhahla sa liketso tsa tlhekefetso	Lekhotla la Mokotjomela	Lekala la tekano le na le mananeo a joalo seterekeng mona	Tlaleho ea lipitso	2010	0
Khokahano (Coordination)						
Ho netefatsa khokahano e matla ea mananeo a thibelo ea tlhekefetso	Theha komiti ea khokahanyo ea litaba tsa tlhekefetso	Lekhotla, likomoti tsa mahokela metseng, marena,	Khokahano ea mafapha ea fokola	Komiti	Nako tsohle	0
	Ntlafatsa likamano le sepolesa ho etsa bonnete ba hore litaba tsa tlhekefetso li atameloa ka hloko	C.G.P.U, Lekhotla la Mokotjomela		Litlaleho ka tlhekefetso	Nako tsohle	0
Likhakanyo tsa Chelete (Budget Allocation)						
Ho etsa bonnete ba hore makhotla	Etsa lixhakanyo tsa chelete tse tla shebana le merero	Komiti ea lichelete, molula-setulo oa lekhotla	Lekhotla ha le na chelete e lekaneng		2009	0

SEPHEEO (STRATEGIC OBJECTIVE)	KETSO (ACTION)	BAPHETHAHATSI (WHO)	MAEMO HA JOALE (BASELINE)	SESUPO (INDICATORS)	NAKO (WHEN)	LIKHAKANYO TSA CHELETE (BUDGET)
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 Mokotjomela, Mekhatlo ea bafani	Chelete ea fokola ha joale	Mats'olo	Nov 2009	0
Ts'alo-morao le Boitlathobo (Monitoring and Evaluation)						
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	Nov 2009	0
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 lekhotla	Maemo tthekefetso tsejoe	Litlaleho	Oct –Nov 2009	0

Annex F: Messages / slogans / posters

DEVELOPING MESSAGES AND SLOGANS AND POSTERS FOR THE CAMPAIGN

Mokotjomela Community Council

Arena for action	Day	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
Individual				
Abused woman or man	25 November	Ending GBV	'Fight Against Violence'	Leaflets and flyers
Abused child	16 June	Encourage reporting	'Report Abuse'	Posters for distribution in schools
Abusive men	25 November	Ending GBV	'Love and support women'	Radio programmes
Family/ Household –positive parenting				
Mother, father, guardian	16 June	Spreading Ubuntu (Botho)	'All Children are God's Gift'	Posters e.t.c
Community				
Schools	10 December	Education for all as a right. Head boys e.t.c	'Education is key to our future'	T-shirts, banners, posters
Religion	10 December	Protection of rights	'God loves us All-Lets Love each Other'	Banners, posters
Sports	10 December	Protection of rights	'Play safe, protect human rights'	Flyers, posters, t-shirts

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, Quthing

Date	15 th and 16 th October 2009
Theme of Protocol village meeting	GBV Action Plan Workshop
Participants' list	Attached to Report
Number of women participants	5 of 10 (50%)
Number of men participants	5 of 10 (50%)
Civil society representatives present	0

<p>Knowledge Quiz administered?</p>	<p>Yes</p> <ol style="list-style-type: none"> 1. <i>Where and when was the SADC Protocol on Gender and Development signed?</i> <ul style="list-style-type: none"> • 2 (20%) people answered correctly and 8 (80%) had incorrect answers. 2. <i>Has your country signed the protocol?</i> <ul style="list-style-type: none"> • 7 (70%) people answered correctly and 3 (30%) answered incorrectly. 3. <i>Which two countries have not yet signed the Protocol?</i> <ul style="list-style-type: none"> • 0(0%) person answered correctly and 10 (100%) answered incorrectly. 4. <i>How many targets does the Protocol have?</i> <ul style="list-style-type: none"> • 1 (10%) people answered correctly and 9 (90%) answered incorrectly. 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"> • 3(30%) people answered correctly and 7(70%) answered incorrectly. 6. <i>What is the target for ending or reducing GBV?</i> <ul style="list-style-type: none"> • 0(0%) people answered correctly and 10(100%) answered incorrectly. <p>Councillors at Mokotjomela learned about the SADC Protocol for the first time at this workshop. The exercise was quite interesting as their responses were checked against correct answers; they seemed to enjoy the session a lot. Immediately after the DVD was played, participants picked up some of the key issues for discussion- care work amongst others became the heart of the discussion citing Swaziland example as shown in the DVD.</p>
<p>Answer sheets to the quiz as baseline data</p>	<p>Sample attached in the manual</p>

Issues raised	<p>No issues</p> <p><i>Discussions: Comments and questions that followed after the SADC protocol quiz</i></p> <ul style="list-style-type: none"> • A question was raised as to why there was need to go through the quiz exercise and learn about the SADC protocol. • One participant wanted to know how GBV can be halved by 50% BY 2015. Also how this would be measured.
Responses	<ul style="list-style-type: none"> • Participants were alerted that it is imperative to share existing instruments with local councils because they are a gateway to communities. This is one way of ensuring that communities gain knowledge. Again, it was clarified that the SADC Protocol is the most important instrument with which Governments can draw all gender incorporating policies and programmes of action from. The Protocol acts as a pillar of reference since it has merged together all tools that existed separately before. It has achievable targets that can be attained if states commit enough time and energy towards achievement. • A response to the second question was that GBV could be halved by 50% in 2015 if policies and programmes referred to above are implemented by arms of the state. Be it the National Government, Local Councils, Civil Society Organisations, Development Partners as well as the public. This could be measured by visible behavioural change and the lesser number of cases of GBV within communities.
Follow-up meeting / Next steps?	<p>This will be done during the next meeting for the Council</p>
Evaluation forms	<p>Summary provided in the report</p>

Annex H: Workshop Evaluation

WORKSHOP EVALUATION

Total no. of returned forms: 10

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

COMMENTS

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

- Discussion on GBV, we were to discover some of its forms that occur daily in our villages.
- Learning about the SADC Protocol on Gender and Development, this will give the Southern Africa a great economic opportunities and growth.
- Development of the action plan and the calendar for the 16 Days of Activism, the two have given us practical approaches to addressing the issue of GBV while engaging effectively with communities.
- GBV against women and children, there need to facilitate equal representation of women in decision making positions through deliberate measures like quotas (4).
- SADC Protocol on Gender and Development, working on the GBV action plan.

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

- None of the sessions (3).
- Nil.
- The rights of the widow. It is against culture for a widow to remarry for the sake of the children.

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

- The objective to engage the public through public gatherings, invite other stakeholders and Gender Links.

- Public gatherings, peaceful march and use of the media.
- Incorporate the plans in to the existing work plans for the Councils.
- Conduct public gatherings, establish youth forums and engage with existing village committees.
- Community dialogues and public gatherings.
- Engage with community coordinating bodies to set up campaigns in order to publicise this.
- Encourage the youth to write stories on personal experiences around GBV.

4. Any other comments?

- I will share the knowledge I gained here with the public, if there is need for help then I will just ask.
- This training is important; it should have a section on the laws of marriage next time.
- This workshop is important as it became clearer as to what gender really means.
- Stressing the need to protect women from abuse through the Protocol, I would like to thank Gender Links for this information.
- The time was not enough, there was so much more to discuss.
- Workshops like this should be done regularly for all sectors of community leadership such as local chiefs and traditionalists not just councils.
- Trainings like this are essential but there is need to strengthen follow up and implementation.
- We thank Gender Links for the opportunity and a facilitator who puts things into perspective and clear to all. Keep it up.



Participants on evaluations