

# REPORT

## LOCAL GOVERNMENT GENDER BASED VIOLENCE ACTION PLAN WORKSHOP

District: Berea  
Community Council: Phuthiatsana D05

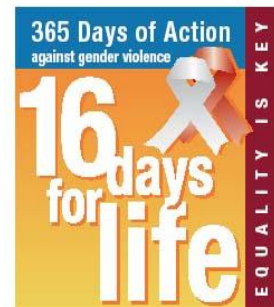
Date: 29-30 October 2009  
Venue: Phuthiatsana Council



Cllr 'Makhatebe Pofane



Quthing District Council



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## **Executive Summary**

This report on the Local Government Gender Based Violence Action Plan workshop for Phuthiatsana D05 Community Council highlights a series of workshop events that took place from the 29-30 October 2009 as a way of necessitating desired workshop outcomes per programme attached.

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 13 participants (6 men and 7 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 depicting the current status in terms of challenges and support required, attached at **Annex C**.

All of the Group work and discussions 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 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 features 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 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 of 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 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**



**Participants engaging in an exercise**

- A clear strategy for ending gender violence at the local level, specific to the needs of individual communities.
- Commitment to implement the 16 Days of Activism plan in this period onwards.
- 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**

- Next steps to be discussed during the oncoming Council sitting.
- Share the information gained here with other community structures. I.e. Home Based Support Groups and traditional healers.
- Start preparing for the 16 Days activities.
- Engage the public on plans of the 16 Days of Activism against gender violence.
- Initiate structured public gatherings in each of the electoral divisions per Councillor and invite important partners such as the Child and Gender Protection Unit within police services.
- Work together with head boys groups to enhance literacy programme facilitated through evening classes.
- Organise school principals, teachers' and parents forum with which issues of GBV in schools can be addressed.

**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.	Mathoko Ralefolai	F	Phuthiatsana D05	Member	58033239		
2.	Mantsukunyane Rasana a	F	Phuthiatsana D05	Member	58400933		
3.	Mathabo Lekalane	F	Phuthiatsana D05	Member			
4.	Makhatebe Pofane	F	Phuthiatsana D05	Member	58081036		
5.	Matsielo Makhoebe	F	Phuthiatsana D05	Member	58471572		
6.	Mamasupha Masupha	F	Phuthiatsana D05	Member			
7.	Mothae Khonthu	M	Phuthiatsana D05	Member	59587924		
8.	Tseliso Lesenya	M	Phuthiatsana D05	Council Secretary	58515388		
9.	Maseephephe L	F	Phuthiatsana D05	Member			
10.	Sekolane Motheolane	M	Phuthiatsana D05	Member	58097501		
11.	Taelo Makhaola	M	Phuthiatsana D05	Messenger			
12.	Lieta Ramothibeli	M	Phuthiatsana D05	Office Clerk			
13.	Kahlolo mota	M	Phuthiatsana D05	Finance Assistant			

**Attendance statistics by gender**

<b>Females</b>	7	54%
<b>Males</b>	6	46%
<b>TOTAL</b>	<b>13</b>	<b>100%</b>

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

**PHUTHIATSANA D05 COMMUNITY COUNCIL  
BEREA 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"> <li>- Gender Action Plan was not disseminated.</li> <li>- No GBV Action Plan yet.</li> <li>- Do not know about the National 356 Days Action Plan.</li> </ul>	<ul style="list-style-type: none"> <li>- Gender has been assigned under the portfolio of Social Services Committee.</li> <li>- The Council Does not have a gender focal person.</li> </ul>	<ul style="list-style-type: none"> <li>- The Council has never been involved in the 16 Days of Activism Campaign against GBV.</li> </ul>	<ul style="list-style-type: none"> <li>- The Council does not have a budget for the implementation of the GBV plan.</li> <li>- Coordination of Campaigns at the district level needs to be strengthened.</li> <li>- Councillors still require capacity building on issues related to gender.</li> </ul>	<ul style="list-style-type: none"> <li>- The National Government needs to provide enough money for service delivery plans and all supporting action plans during the next financial year.</li> <li>- CSO's have to provide a well coordinated training plan all local authorities in the district.</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 'Matsielo Makhoebe**

activities such as fun-walks to entice the general public.

- The Department of Gender is organising for the establishment of the Apex Body- A mother body that will help coordinate all women's organisations and groups.
- The Government is looking into passing of the Domestic Violence Act, a law that will govern issues of violence within family set-ups.
- CSO's, various government departments as well as development partners often take part during the 16 Days of Activism Campaign by organising interesting

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

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

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

- The Council will incorporate key issues in the annual programme activities.
- To share information with other stakeholders in the area. I.e. Community police committees and home based care support groups.
- Use public gatherings and dialogues in order to highlight GBV as one on of the important issues to be addressed.

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

- Engage the issue in public forums and meetings.
- Make extensive use of radio programmes and newspapers.
- Ensure the development of information generating materials such the pamphlets or leaflets, posters for placement in public places.
- Continue organising public gatherings in all electoral divisions under Phuthiatsana Council.

### **Discussion 1:**

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

- Participants said that although GBV and HIV and AIDS are related, there is a whole lot of stigma going around amongst communities. This was said to be quite a big problem in churches especially church groups involving women. According to some of the participants some of the churches in the community are very much conservative so much that they exacerbates silence to HIV and AIDS as well as stigma attached to it. It was agreed that the Council and its partners had a lot of work to do in order to rectify people’s perception, attitudes and behaviour with regard to the issues afore mentioned.



**Participants during group work**

- A need to work together with leaders of different churches on GBV was highlighted as one of the important steps that the Council should be able to take as it was believed that some cases of gender violence actually happen in church. It was also mentioned that some of the church leaders become perpetrators of GBV and such cases are normally brushed away by church leadership.

### **Discussion 2:**

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

- After this exercise participants were concerned that it is appealing to draw actions plans but there is need to establish where the money will come from as the Council does not have enough budget to implement its key action areas of service delivery. It was reported that the Council does not collect any revenues but rather relies on

Capital budget controlled by the National Government. This is said to be one of the factors that restrict the Council from having a total control of financial resources.

- Participants admitted to the fact that there are donor organisations in and outside the country that are willing to work with local authorities and are committed to financing activities that Councils may plan however a problem of capacity building in terms of proposal writing was pointed out. Councillors said that even though they sometimes wish to submit proposals requesting financial assistance, it becomes difficult as proposals are normally written in English language and require use of technical words.

*Process – what needs to happen next?*

- Discuss the outcomes of the workshop as well as the GBV action plan and the 16 Days plan during the next Council meeting.
- Prioritise on these plans.
- Share the information gained here with other community structures.
- Start preparing for the 16 Days activities.
- Engage the public on plans of the 16 Days of Activism against gender violence.
- Initiate structured public gatherings in each of the electoral divisions per Councillor and invite important partners such as the Child and Gender Protection Unit within police services.
- Work together with head boys groups to enhance literacy programme facilitated through evening classes.
- Organise school principals, teachers' and parents forum with which issues of GBV in schools can be addressed.

### **Discussion 3:**

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

- No interest in the issue at hand.
- Lack of cooperation between Councillors and Chiefs.
- Political divisions.
- Low levels of literacy.
- Resistance.
- Cultural beliefs and customs.
- Expectation to be given incentives in return for having been engaged.

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

- Public gatherings and dialogues.
- Information generating materials bearing relevant messages.

**Annex E: Phuthiatsana D05, 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	Tthatlhobo ea mefuta le lipalo-palo tsa liketso tsa tthekefetso metseng	Marena, litho	Tthatlhobo ha e-so etsoe	Litlaleho	Pele 2009 e fela	
<b>Thibelo (Prevention)</b>						
Polokeho ea basali:	Tlhoaeo ea libaka tse sa bolokehang; maoala a ho ntlafatsa libaka tse joalo	Marena, litho	Libaka tse ling li kotsi	Litlaleho	Nako tsohle	M42,000
Ho ntlafatsa polokeho libakeng tse kotsi	Theha komiti e tla hlahloba polokeho ea basali selemo le selemo	Marena, sepolesa, komiti ea lits'ebeletso tsa mantlha	Tthatlhobo ea mofuta ona ha e-so etsoe	Litlaleho ka komiti	Nov 2009	
	Ts'ebeliso le sechaba le sepolesa sa metse le mafapha a mang a ts'ereletso ho atlehisa polokeho	Litho tsa lekhlotla, marena, sepolesa		Litlaleho ha ngoe khoeling tse tharo	Nako tsohle	
	Rala mananeo a sechaba a tlhokomeliso ka litaba tsa	Lekhotla la puso ea libaka, mapolesa a C.G.P.U	Lekhotla ha le eso kene mananeo a joalo	Lenane la mat'solo	2010	M123,000

<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>
	tlhekefetso					
Ho theha mekhoa ea tšebelisano 'moho le bohle ba chang ba tšola litabeng tsa tekano	Ho tšoara lithupelo le bohle ba chang ba tšola litabeng tsa tekano	Mekhatlo ea sechaba, Lekala la tekano, C.G.P.U	Lithupelo tse tso'eroeng li ngata empa ha joale ho hlokahala tsalo-morao e batsi	Litlaleho	2010	
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	Mekhatlo ea sechaba j.k WLSA, FIDA, Law Office, Master of the High Court, C.G.P.U	Thuto ka melao ea haella	Tsebo e anetseng ka melao e tsamaisang litaba tsa tlhekefetso	Jan 2010	
<b>Mats'olo a tlhokomeliso (Awareness Campaigns)</b>						
Ho hlokomelisa sechaba ka kotsi ea liketso tsa tlhekefetso ka har'a malapa	Lipitso, mats'olo	Marena, litho tsa lekhotla		Manane a lipitso	2010	M89,000
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	Mekhatlo ea sechaba j.k WLSA, FIDA, TRC, lekala la tekano, C.G.P.U	Tse ling tsa litlolo tsa molao li bakoa ke ho hloka tsebo	Phokotseho ea litlolo tsa molao	2009	

<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 lekhola, marena, likomiti tsa mahokela, lihlopha tsa ts'ehetso	Mehlala e joalo ha eso bokelloe	Pokello ea mehlala e ka etsoa ka ho rekota ts'ebetso e ntseng e tsoa litabeng tsena	Jan-March 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 Ho etsa bonnete ba hore litaba tsa tekano li hlahella ka holimo meralong ea selemo le selemo	Lekhotla Komiti ea lits'ebeletso tsa mantlha tsa botho	Lekhotla ha le e-so kenye letsoho lets'olong lena Meralo ea lekhlotla ha e-so kenyeletse litaba tsa tekano	Karolo eo lekhlotla le tla beng le enkile letso'long lena Litlaleho tse fanoang ke Komiti	Selemo le selemo 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 mathomo la puso ea libaka, mekhatlo ea sechaba	Lekhotla ha le e-so etse liphatlalatso	Liphatlalatso ka lingoliloeng	Nako le nako	M40,000
<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 sechaba j.k WLSA, FIDA, PHELA, C.G.P.U, mekhatlo ea ts'ehetso	Ts'ehetso e fanoa ke litsi tsa litsing tsa kokelo boemong ba	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	ea bakuli	setereke			
Ho fana ka leseli la moo mahlatsipa a tthekefetso a ka fuming thuso teng	Phatlalatso ka lipampits'ana tse ngotsoeng ka puo ea Sesotho; liea- le-moea; likolo	Litho tsa lekhotla	Leseli le joalo ha leeo	Pharalatso ea lithusa-thuto	Jan 2010	M40,000
Ho ts'ehetsa bophethahatsi ba meralo oa ts'ebetso ea thibelo ea tthekefetso	Ho khotlaetsa hore basali ba be le boikemelo litabeng tsa moruo e le ho fokotsa sekhahla sa liketso tsa tthekefetso	Lekhotla la mathomo la puso ea libaka	Makhotla a puso ea libaka ha e-so etse letho ho nyenyeletsa sena	Mananeo a tla beng a kentsoe ts'ebetsong	2010	
<b>Khokahano (Coordination)</b>						
Ho netefatsa khokahano e matla ea mananeo a thibelo ea tthekefetso	Theha komiti ea khokahanyo ea litaba tsa tthekefetso	Lekhotla, marena	Khokahano ea mafapha bosebeletsing ba sechaba	Kopanelo ea mesebetsi	Nako tsohle	
	Ntlafatsa likamano le sepolesa ho etsa bonnete ba hore litaba tsa tthekefetso li atameloa ka hloko	Lekhotla, sepolesa	Tthekefetso ea banna ba mahlatsipa sepoleseng	Phokotso ea sekhobo se etsetsoang banna ha e le balli	Nako tsohle	
<b>Likhakanyo tsa Chelete (Budget Allocation)</b>						
Ho etsa bonnete ba hore makhotla	Etsa lixhakanyo tsa chelete tse tla shebana le merero	Mongoli, komiti ea meralo le lichelete		Lixhakanyo tsa chelete	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	Komiti ea bohokahanyi ea setereke (DPU), Mekhatlo ea bafani	Ha ho chelete e ka hakanyoang	Ho kengoa ts'ebetsong hoa lets'olo	Selemo le selemo	
<b>Ts'alo-morao le Boithathobo (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	Molila-Setulo, Mongoli oa lekhlotla	Moralo ke hona o tla kengoa ts'ebetsong	Katleho ea moralo	2009	
Ho fumana lipalo-palo ka litaba tsa tthekefetso metseng	Tšoara tlhatlhobo ea maemo a tthekefetso e bakoang ke ho hloka tekano ka har'a metse	Setho sa lekhlotla ka seng	Tlhatlhobo ha eso etsoe.	Tsebo e phethahetseng ka maemo a tthekefetso	Nov 2009	M65,000

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

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

**Phuthiatsana 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	Message of encouragement	'Abusive experiences do not determine the future'	Banners, posters, flyers, radio programmes
Abused child	25 November	Teach children to report	'Children have a right to report abuse'	Radio programmes, sports and outdoor activities
<b>Family/ Household –</b>				
Mother, father, guardian	10 December	Good parenting	'Violence does not solve problems, it hurts the nation'	Public gatherings and dialogues, radio programmes
Parenting				
<b>Community</b>				
Religion	1 December	Encouragement to spread a message on condom use	'Protect your partner condomise'	16 Days –radio programmes, pamphlets
<b>Society</b>				
Culture	17 July	Sustaining and discarding cultural practices	'Culture should breath life and not destroy the people'	Radio programmes, newspapers

***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>	29 <sup>th</sup> and 30 <sup>th</sup> October 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>	7 of 13 (54%)
<b>Number of men participants</b>	6 of 13 (46%)
<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 (15%) people answered correctly and 11(85%) had incorrect answers.</li> </ul> </li> <li>2. <i>Has your country signed the protocol?</i> <ul style="list-style-type: none"> <li>• 6 (46%) people answered correctly and 7 (54%) 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 13(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(8%) people answered correctly and 12(92%) 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>• 5(38%) people answered correctly and 8(62%) 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 13(100%) answered incorrectly.</li> </ul> </li> </ol> <p>Participants heard about the SADC Protocol on Gender and Development for the first time. After the DVD was played many started following the discussions comfortably.</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>None.</p> <p><b><i>Discussions: Comments and questions that followed after the SADC protocol quiz</i></b></p> <ul style="list-style-type: none"> <li>A discussion on striving to achieve GBV halved by 2015 was started. Participants wanted to know how that was possible when it is hard to measure the extent to which GBV occurs especially within families.</li> </ul>  <p><b>Cllr 'Makhatebe Pofane 1</b></p>
<p><b>Responses</b></p>	<ul style="list-style-type: none"> <li>It was eventually agreed that even though it is hard to measure how GBV is increasing or reducing, there are some of the indicators that can give a better picture as to whether GBV has reduced or not. E.g. Level and frequency of reporting, types of gender violence cases reported and people who regularly report and give information to law enforcers.</li> </ul>
<p><b>Follow-up meeting / Next steps?</b></p>	<p>All will be decided in the next Council sitting</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: 13**

	<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>	10	3			
<b>2. PROGRAMME CONTENT</b>	11	2			
<b>3. DOCUMENTATION</b>	9	4			
<b>4. FACILITATION</b>	13	0			
<b>5. GROUP WORK</b>	12	1			
<b>6. OUTPUTS</b>	10	3			
<b>7. OUTCOMES AND FOLLOW UP PLANS</b>	12	1			
<b>8. LEARNING OPPORTUNITY</b>	6	6	1		
<b>9. NETWORKING OPPORTUNITY</b>	10	2	1		
<b>10. ADMINISTRATIVE ARRANGEMENTS</b>	12	1			

### **COMMENTS**

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

- Group work on the development of GBV action plan, I did not think our council could be involved in these issues in so many ways.
- Presentation on the SADC Protocol on Gender and Development particularly playing of the DVD.(2)
- The protocol quiz exercise, I found it refreshing even though I did not know many of the answers.
- GBV action plans at local government and development of 16 Days plans.
- Definition of gender and GBV
- Learned a lot about issues of gender equality
- A discussion on the need for 50% representation of women in decision-making challenged my thinking, I thought this was just another of overthrowing men and claiming all the power.
- Did not understand issues of gender before this workshop, but now things are better understood. (3)
- All sessions were important
- The workshop has been a motivation

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

- None of the sections were of least importance.
- None. (4)

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

- Encourage the community especially the youth to engage themselves in development work
- Make use of public gatherings and dialogues to discuss social issues.
- Pass the message on GBV at public forums and meetings.
- Engage the youth through sports activities.
- Liaise with schools and church leadership.
- Develop educational materials for distribution in schools and churches.
- Work together with local chiefs and existing structures in the community.

### 4. Any other comments?



**Participants' group photo**

- Education and training on GBV for community councils should be continued.
- There is lack of coordination and implementation of programmes at a district level due to weak commitment and scarce financial resources.
- There is need to disseminate information on GBV to the people through educational materials.
- A similar workshop should be held for other community leadership structures such as Chiefs.
- Work together with radio stations on developing GBV programmes for the community.
- Local councils should call for public gatherings where information on GBV can be shared.
- Facilitation was clear and it was easy to understand.
- Good advice on several issues was given
- A good thing is that participants were given an opportunity to ask questions and raise concerns freely without feeling inadequate.