

# REPORT

## LOCAL GOVERNMENT GENDER BASED VIOLENCE ACTION PLAN WORKSHOP

District: Berea  
Community Council: Thuathe D10

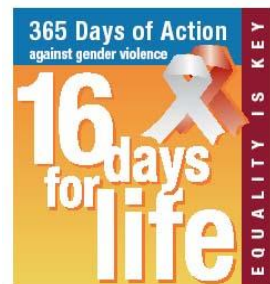
Date: 02-03 November 2009  
Venue: Thuathe Council



IEC Officer Thuathe, 'Mamakalo Mohalo



Quthing District Council



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## **Executive Summary**

The following report is a summary of proceedings during the Local Government Gender Action Plan workshop that was held for the Thuathe D10 Community Council in the district of Berea from the 02-03 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 16 participants (6 men and 10 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 manual titled, 'Localising gender justice initiatives' allows for maximum participation of participants through various plenary and group work sessions.

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

With each of the district councils having a developed gender action plan in July 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.



**Figure 1: participants engaging**

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

With the SADC Protocol on Gender and Development having been adopted in August 2008, a need was indentified 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 is 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**

- Prioritise key action areas in preparation for implementation of the GBV action plan.
- Engage other stakeholders in preparation for the 16 Days activities and agree on activities to that can attract the community in large numbers.
- Organise a consultative meeting with community leadership.
- Derive a plan of action and sharing of responsibilities for implementation of the GBV action plan and the 16 Days plan alike.
- Seek financial assistance in support of these activities. GL, GTZ e.t.c
- Ensure buy-in of the District Council and the District Planning Unit, as well as CSO's.
- Initiate youth clubs for young people in or outside of school.
- Work together with the Ministry of Gender and all other organisations working in the area of GBV.

**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>	

<b>Time</b>	<b>Action</b>	<b>Who</b>
15:30 – 16h30	Way forward and open discussion <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>	GL facilitator



**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.	M. Sejanamane	M	Thuathe D10	Member	22333418		
2.	M. Moletsane	M	Thuathe D10	Member	58428452		
3.	Mathomo Moseme	M	Thuathe D10	Member	58102305		
4.	Makamohelo L.	F	Thuathe D10	Member	58091931		
5.	Marethabile M	F	Thuathe D10	Member	58095991		
6.	Maphetha Thabane	F	Thuathe D10	Member	63140784		
7.	Tlholiso Molatoli	M	Thuathe D10	Member	58095645		
8.	Mofo Matsoso	M	Thuathe D10	Member			
9.	Mamakalo Mohale	F	IEC Thuathe D10	IEC Officer	63002366		
10.	Pasela Machoba	F	Thuathe D10	Member			
11.	Mamoshati Khoeli	F	Thuathe D10	Member			
12.	Mampoi Majara	F	Thuathe D10	Chief	58080990		
13.	Mapeka Phetha	F	Thuathe D10	Member			
14.	Lira Ntai	M	Thuathe D10	Messenger			
15.	Makheola Mosullane	F	Thuathe D10	Assistant Officer			
16.	Berlina Rantoi	F	Thuathe D10	Volunteer			

**Attendance statistics by gender**

<b>Females</b>	10	62.5%
<b>Males</b>	6	37.5%
<b>TOTAL</b>	<b>16</b>	<b>100%</b>

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

**THUATHE D10 COMMUNITY COUNCIL  
BEREA DISTRICT COUNCIL**

<b>Gender action plan in existence/adopted</b>  <b>365 Day GBV action plan existence / adopted</b>	<b>Person responsible for Gender</b>	<b>Highlights achievements /</b>	<b>Challenges faced</b>	<b>Support required from Ministries of Gender and Local Government and CSO's (incl. GL)</b>
<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>- Capacity building on issues of gender and GBV.</li> <li>- Lack of financial resources-relies on capital budget issued by the central government.</li> </ul>	<ul style="list-style-type: none"> <li>-Need for strengthened partnership Govt. Departments, Child and Gender Protection Unit, CSO's and development partners.</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?***

- Non-governmental Organisations have been involved in the 16 Days of Activism Campaign for quite for time now.
- Enactment of the Legal Capacity of Married Persons can be labelled as a national achievement.
- Child and Gender Protection Unit within police stations is an important arm in the law enforcement work area.

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



**Cllr Mathomo Moseme**

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 men in the care and support of People

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

- It is important to prioritise and select areas that the Council can start working on.
- GBV will be undertaken and led by the Social Services Committee.
- Use public forums to facilitate sharing of information.
- Work closely with community leadership. I.e. Traditional healers.

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

- Education and information sharing materials to be developed in order to ensure distribution.

- Translated all materials into local language.
- Conduct public gatherings in the villages for purposes of sharing the information with the community and local Chiefs.
- Highlight the GBV as one of the key targets in the Protocol during 16 Days activities.
- Engage community groups such as herd boy community and home based care support groups.

### **Discussion 1:**

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



#### **Group work**

areas especially those that required a huge budget. It was reported that the council relied on the budget supplied by the Central Government. Apparently the Council submits its annual budget April of each year and it always receives a limited budget that has been cut and this is said to hinder development processes that the Council has to undertake.

- A general feeling that was expressed by many of the participants after the checklist for change exercise was that the examples provided in the tool were good as they were classified under important categories that could guide the council in its effort to address the issue of GBV.
- However participants raised a concern that the council did not have a budget to implement some of the action

### **Discussion 2:**

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

- It became prominent that the Council has to work closely with local chiefs and police station through their Child and Gender Protection Units. This was highly emphasised by participants after seeing how much work the Council still had to do.
- Participants also admitted that the Council had not participated meaningfully in the struggle against GBV as a lot of action areas filled in the plan could have been done a lot time ago. It was believed that if the Council had contributed in issues of GBV, sectors such as local chiefs and the police would be relieved of the work load because this would mean that awareness raising initiatives on GBV and other responsibilities would be effectively joined.

- On the other hand, some of the participants felt that there was lack of cooperation and coordination amongst stakeholders working in the area of social development in the district as many worked on their own. It was felt that there is a strong need to revive bodies responsible for district coordination. I.e. District Planning Unit (DPU).

*Process – what needs to happen next?*

- Identify and prioritise key action areas in preparation for implementation of the GBV action plan.
- Engage other stakeholders in preparation for the 16 Days activities and agree on activities to that can attract the community in large numbers.
- Organise a consultative meeting with community leadership.
- Derive a plan of action and sharing of responsibilities for implementation of the GBV action plan and the 16 Days plan alike.
- Seek financial assistance in support of these activities. GL, GTZ e.t.c
- Ensure buy-in of the District Council and the District Planning Unit, as well as CSO's.
- Initiate youth clubs for young people in or outside of school.
- Work together with the Ministry of Gender and all other organisations working in the area of GBV.

**Discussion 3:**

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

- Ignorance by traditional leadership and the general community
- 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 paid if they get involved
- Working in segments
- Division by political parties

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

- Community dialogues and public gatherings
- IEC material for distribution
- School visitation

**Annex E: Thuathe D10, Draft GBV action plan**

**DRAFT GBV ACTION PLAN**

<b>SEPHEEO (STRATEGIC OBJECTIVE)</b>	<b>KETSO (ACTION)</b>	<b>BAPHETHAHATSI (WHO)</b>	<b>MAEMO JOALE (BASELINE)</b>	<b>HA</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 tlhekefetso	Tlathobo ea mefuta le lipalo-palo tsa liketso tsa tlhekefetso metseng	Litho tsa lekhotla	Ha ho manane		Litlaleho	Nov 2009	M53,000
<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		Tlaleho	Nako tsohle	
Ho ntlafatsa polokeho libakeng tse kotsi	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 komiti ea lits'ebeletso tsa mantlha	2010	M30,000
	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	
	Rala mananeo a sechaba a tlhokomeliso ka litaba tsa	Lekhotla, C.G.P.U, mekhatlo ea sechaba			Lenane la mat'solo	Nov 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>
	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	Lekala la tekano, C.G.P.U, Mekhatlo ea Sechaba		Litlaleho tsa lithupelo	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	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	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	Molao o tsamaisang libaba tsa tlhekefetso ka har'e ho malapa ha o eso be teng	Lenane la lipitso tse ts'oeroeng	Nov 2010	
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	M112,000

<b>SEPHEEO (STRATEGIC OBJECTIVE)</b>	<b>KETSO (ACTION)</b>	<b>BAPHETHAHATSI (WHO)</b>	<b>MAEMO JOALE (BASELINE)</b>	<b>HA</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 lekhlotla	Pokello e joalo ha e so etsoe		Pokello ea mehlala	Feb 2010	M45,000
<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	Litho tsa lekhlotla	Lekhotla ha le e-so kenye letsoho lets'olong lena		Karolo eo Lekhotla la e nka	Selemo le selemo	M16,000
	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	April 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, mekhatlo ea sechaba	Liphatlalatso ha li e-so etsoe		Lingoliloeng	Nako le nako	M25,000
<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	Oct 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 fumeng 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	M32,000
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 Thuathe	Lekala la tekano le na le mananeo a joalo seterekeng mona	Tlaleho ea lipitso	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, likomoti tsa mahokela metseng, marena,	Khokahano ea mafapha ea fokola	Komiti	Nako tsohle	M12,000
	Ntlafatsa likamano le sepolesa ho etsa bonnete ba hore litaba tsa tthekefetso li atameloa ka hloko	C.G.P.U, Lekhotla la Thuathe		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 lekhotla	Lekhotla ha le na chelete e lekaneng		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>
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 Thuathe	Chelete ea fokola ha joale	Mats'olo	April 2010	
<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 oa lekhlotla	Moralo ha o eso kene ts'ebetseng	Ho atleha hoa moralo	Nov 2009	
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	Maemo tthekefetso tsejoe	Litlaleho	Selemo le selemo	M78,000

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

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

**Thuathe 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	Supporting the fight against GBV	'Zero tolerance, Gender Violence is not the way'	Banner, t-shirts, flyers, radio
Abused child	25 November	Supporting the fight against GBV	'Zero tolerance to Child Abuse; Children have right to protection'	Banner, t-shirts, flyers, radio
Abusive men	10 December	Supporting the fight against GBV	'Build the Nation; Love and support Women and Children '	Radio programmes, posters, public gatherings
<b>Family/ Household –positive parenting</b>				
Mother, father, guardian	10 December	Recognition of rights	'Every family member has rights; Protect them'	Radio programmes, posters, public gatherings
<b>Community</b>				
Schools	10 December	Education for all	'Our Children's future depends on Education'	Radio programmes, posters, public gatherings
Religion	10 December	Protection of rights	'Rights for All God's Creation'	Banner, t-shirts, flyers, radio

***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>	2 <sup>nd</sup> and 3 <sup>rd</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>	10 of 16 (62.5%)
<b>Number of men participants</b>	6 of 16 (37.5%)
<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 (12.5%) people answered correctly and 14 (87.5%) had incorrect answers.</li> </ul> </li> <li>2. <i>Has your country signed the protocol?</i> <ul style="list-style-type: none"> <li>• 10 (62.5%) people answered correctly and 6 (37.5%) 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>• 1(6.3%) person answered correctly and 15 (93.7%) answered incorrectly.</li> </ul> </li> <li>4. <i>How many targets does the Protocol have?</i> <ul style="list-style-type: none"> <li>• 4 (25%) people answered correctly and 12 (75%) 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(31%) people answered correctly and 11(69%) 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>• 3 (19%) people answered correctly and 13(81%) answered incorrectly.</li> </ul> </li> </ol> <p>Participants were fascinated by the DVD on SADC Protocol on Gender and Development especially a part where local councillors from Lesotho viewed their opinion on 50% representation of women in decision making positions as discussed in the DVD.</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</p> <p><b><i>Discussions: Comments and questions that followed after the SADC protocol quiz</i></b></p>  <p><b>Cllr Mahlehlenyane Moletsane</b></p> <ul style="list-style-type: none"> <li>• A lot of participants said that the SADC Protocol quiz was a good exercise and that it reminded them of their school days. Some of the participants said that the designing of the tool was well thought even though some of the questions were difficult since it was their first time to attend a workshop that discussed issues around the protocol.</li> </ul>
<p><b>Responses</b></p>	<ul style="list-style-type: none"> <li>• Participants were encouraged to learn more about the protocol by reading further the materials that they were supplied with. An emphasis on why there was need to do the protocol quiz exercise in the beginning of the module was made. For clarification, participants were told that the importance of the quiz was to establish the level of knowledge and skills beforehand so that gaps and areas of critical areas of concern could be well identified and strengthened.</li> <li>• Even though a few of the people were of an opinion that the quiz was unnecessary and a waste of time, a general feeling was that participants gained a lot of knowledge as correct answers to the questions were discussed towards the end of the session.</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: 16

	<u>EXCELLENT</u>	<u>GOOD</u>	<u>FAIR</u>	<u>POOR</u>	<u>VERY POOR</u>
<b>1. PROGRAMME DESIGN</b>	14	2			
<b>2. PROGRAMME CONTENT</b>	10	6			
<b>3. DOCUMENTATION</b>	11	5			
<b>4. FACILITATION</b>	15	1			
<b>5. GROUP WORK</b>	12	3	1		
<b>6. OUTPUTS</b>	9	1			
<b>7. OUTCOMES AND FOLLOW UP PLANS</b>	14	1	1		
<b>8. LEARNING OPPORTUNITY</b>	16	1			
<b>9. NETWORKING OPPORTUNITY</b>	15	1			
<b>10. ADMINISTRATIVE ARRANGEMENTS</b>	11	4	1		

### COMMENTS

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



**Chief 'Mapoi Majara**

- Discussion on GBV as a key service delivery issue.
- Playing the SADC Protocol on Gender and Development. I am glad that councillors should different countries appear in the DVD and they share their different experiences that we can also learn from.
- Development of the action plan and the calendar for the 16 Days of Activism. The processes are vital and I happy we had to draw the plans ourselves.
- 50% representation of women. This discussion was heated and I liked the way the facilitator moderated, some of us did not understand why we have local

government elections law that says 30% quota for constituencies reserved for women only.

- Working on the GBV action plan and the messages. These messages are developed to ensure that the community understand the issues and most importantly so that they can relate to what is being communicated.

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

- None (5)

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

- Conduct public gatherings and community dialogues.
- Organise youth forums where issues of GBV can be discussed.(3)
- Engage traditional leadership in campaigns such as the 16 Days of Activities.
- Produce IEC material for distribution in schools and churches. (2)
- Partner with the media in order to publicise activities undertaken by the Council.
- Harmonise the 16 Days plan and the GBV action plan with all plans that the Council work.
- Solicit financial assistance from development partners such as the GTZ.
- As a member of the Social Services Committee, I will ensure inclusion of GBV as one of the key in the work that the committee already does.

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

- I am happy that I was able to attend this GBV training workshop: I however wish that the workshop could have taken longer so that all issues are well discussed.
- Gender Links has done a great job in bringing a gender training workshop to our Council; we are now able to see how much work still has to be done around gender violence but I believe all stakeholders must be involved.
- The workshop was well organised, and the facilitator arrived in time which is something we rarely see. Good job.
- Youth training workshop is important for engaging youth on gender violence issues.
- It was good that the training manual has been translated into Sesotho so that all participants could follow.
- What I have realised is that abuse in homes is an issue not fully addressed, victims in the home are normally told to discuss matters within families.
- The facilitator was respectful and she considered the needs of the participants.
- Local chiefs should be enlightened through workshops like this as well. It becomes difficult for Councils to do development work when there is lack of cooperation between local chiefs and councillors.
- As a woman I feel confident that there is so much we can do within our communities. GBV is an important issue that all people should give attention to.