

REPORT

LOCAL GOVERNMENT GENDER BASED VIOLENCE ACTION PLAN WORKSHOP

District: Quthing
Community Council: Tsatsane G06

Date: 13-14 October 2009
Venue: Tsatsane Council



Cllr Nominthi Sethonga



Quthing District Council

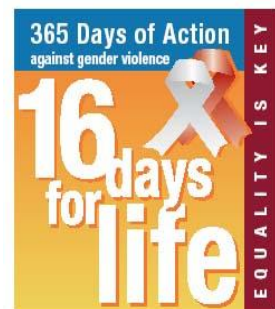


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Executive Summary

This report on the Local Government Gender Based Violence Action Plan workshop for Tsatsane G06 Community Council highlights a series of workshop events that took place from the 13-14 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 16 participants (9 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



- A clear strategy for ending gender violence at the local level, specific to the needs of individual communities.
- 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.

Chairperson 'Marapelang Fako

Way Forward

- Discuss as a group sections of the action plan that can be easily implemented within few months left before the next local government elections in April 2010 during the next council sitting.
- Organise a meeting with community leadership and CBO's in order to get a buy in and come up with ways of working together.
- Conduct an individual councillor research on prevailing forms of gender violence from each of their electoral division.
- Work in partnership with the Child and Gender Protection Unit in all Police Stations through public gatherings.
- Chairperson of the Council to report workshop outcomes at the next District Council sitting and solicit financial support to necessitate implementation of the GBV action plan since Tsatsane Community Council is challenged.
- Seek support by CSO's and development partners such as the GTZ, EU and Irish Aid Consulate.

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.	Marapelang Fako	F	Tsatsane G06	Chairperson	58759975		
2.	Mahaila Lerabe	M	Tsatsane G06	Member-Land Committee			
3.	Nominthi Sethunya	F	Tsatsane G06	Secretary-Finance Committee			
4.	Mahopolang Qaoka	F	Tsatsane G06	Member-Social Services Committee	58044885		
5.	Atisang Letsie	M	Tsatsane G06	Accounts Clerk	591322239		
6.	Hinza Letsie	M	Tsatsane G06	Chief	58906258		
7.	Tsepiiso Mafura	M	Tsatsane G06	Chief	59104873		
8.	Bonang Seuli	M	Tsatsane G06	Vice Chairperson	58417973		
9.	Noluzile Moteti	F	Tsatsane G06	Member	58517694		
10.	Moeketsi Lehuta	M	Tsatsane G06	Member	59056672		
11.	Matsepang Mohale	F	Tsatsane G06	Member			
12.	Jerry Machini	M	Tsatsane G06	Council Secretary	62568599		
13.	Nthatisi Pentse	F	Tsatsane G06	Officer			
14.	Ranko Molibeli	M	Chief	Officer			
15.	Mantabeng lefora	F	Hlokomelang Bakuli Support Group	Member			
16.	Thabo Rakotso	M	Chief	-			

Attendance statistics by gender

Females	7	43.75%
Males	9	56.25%
TOTAL	16	100%

Annex C: Current Status Report - GAP and GBV AP

**TSATSANE G06 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 not yet disseminated by the Quthing District Council - GBV Action Plan does not exist - Have not heard about the National 365 Day action plan 	<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 orientated programmes 	<ul style="list-style-type: none"> - Lack of Coordination at the district level - Limited resources for implementation of plans like this - Limited capacity in executing plans 	<ul style="list-style-type: none"> -Financial Resources -Constant expertise support

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?*



- Local Government election law on 30% quota for women in these elections.
- The passing of the newly Legal Capacity of Married Persons law that abolishes the minority status of married women.
- Nationally held campaigns such as the 16 Days of Activism against gender based violence

Participants during group work

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

- Endeavour to ensure that 50 percent of decision-making positions in all public and private sectors are held by women including through the use of affirmative action measures. This was seen by participants as a strategy measure in ensuring that the current percentage of women in local government is retained in the next local government elections as many are reported to be dropping out due to amongst others work pressures related to service delivery issues.

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

- Take time to review and study the Protocol and prioritise on targets that speak to the issue of GBV
- Fully incorporate the targets in the next annual service delivery plan
- Organise a consultative meeting where the Protocol will be shared with other parties in the community
- Hold public gatherings to publicise the protocol
- Solicit support from CSO's

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

- Hold public gatherings in all electoral divisions, working together with local Chiefs and traditional leaders.
- Reviving the village coordinating bodies and working through them.
- Developing IEC material for distribution at public places and schools.
- Ensure training of Home Based Care Support Groups and Community Health Workers so that they can carry the process forward in their work.
- Visit schools and address school children on aspects of GBV.
- Engage with traditional healers, initiation school leaders.
- Get involved in the 16 Days of Activism Campaign.

Discussion 1:

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

- The main concern by participants was that as local councils they do feel like they are fully autonomous bodies since a lot of their work plans and budgets are controlled at the national level, therefore at times it makes it difficult to engage appropriately with plans. This was said to have a major impact on elements such as the need to provide temporary shelter for survivors of GBV in the area because such responsibilities are still under control of the national government.
- Participants felt that it would be much easier to implement action areas that did not require financial commitment because the council does not have money for implementation.
- Other participants felt that a lot has been done at a national level but there is little engagement hence why few of them had heard about campaigns such as the 16 Days of Activism against GBV.
- It was generally agreed that the council had not invested enough in the area of GBV to enhance the work that is already being done by other sectors such as Chiefs and Police.

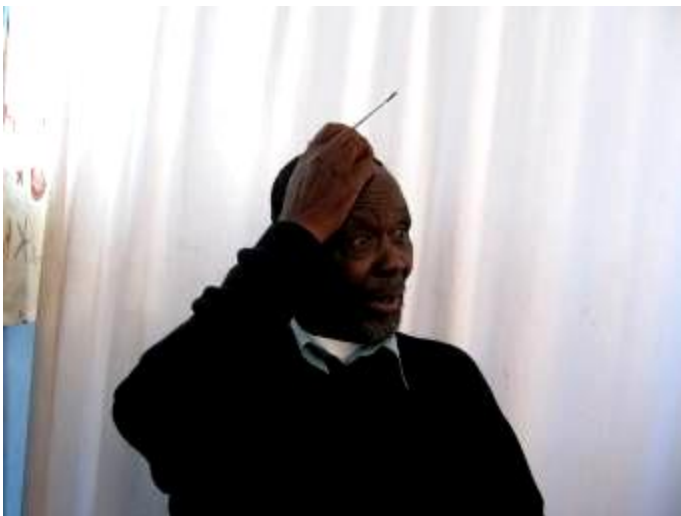
Discussion 2:

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

- A debate on what exactly does gender equality mean was heated. Some of the male participants felt that gender programmes and the SADC Protocol are meant only for women welfare and to sabotage men. A big question also centred around the 30% quota law on local government elections. It was argued that all candidates should have an equal opportunity to stand and be elected upon merit.
- Initiatives that are aimed at promoting gender were questioned as threats to culture and common practice. A lot of examples including the role of a man as head of family as per the Bible were liberated upon.
- After explanations, it was commonly understood that gender was driven to balance all aspects of lives within societies as a way of ensuring equally status before the laws and representation in decision-making levels.

- Participants recognised that there was really no data available on prevailing forms of GBV, number of cases reported and category of people who report and people who are turned into victims of these acts. Participants then decided that the first step in the implementation of the GBV action would be to obtain statistics on GBV from local Chiefs in each of their electoral divisions in order to establish a baseline from which to work from.
- Sexual assault (rape) to women usually committed by youth men/boys who have just come from initiation schools was picked up as a major concern that the council had to address. It was decided that the council would engage with the traditional healers and leadership of these initiation schools to help come up with a solution to these actions which have become normal practice to perpetrators.
- Beatings and daily insults to unemployed husbands were marked as a new emerging form of GBV perpetuated by women. It was reported that the police have always encouraged people to report GBV, however there seems to be huge stigma if a man reports his wife to be abusing him because police officers mock male victims and instructs them to go beat the wives while warning them that immediately after the victims beats their wives they will be arrested. It is so much of an irony and participants suggested more training and engagement with police officers.

Process – what needs to happen next?



Cllr Tseviso Mafura

- Discuss the draft action plan in the next council sitting.
 - Invite other stakeholders in the area to get buy-in and support.
 - Work with local Chiefs to revive community coordinating bodies that will guard against GBV amongst their responsibilities.
 - Engage with the District Planning Unit and solicit support.
 - Get involved in the 16 Days of Activism Campaign this year.
- Council Secretary to include for in the 2110 draft budget activities on GBV as per the action plan.

Discussion 3:

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

- Resistance due to ignorance and attitudes.
- Lack cooperation amongst local Chiefs and the local council.
- Long distances travelled to reach villages pose a threat to women councillors.

- Cultural barriers that prevent discussions around some of the issues on GBV i.e. marital rape.
- Lack of interest.
- Poverty and unemployment. People expect to be given something before engaging.
- Illiteracy.
- Political differences.

What has been used to communicate GBV?

- Public gatherings are the best tool in engaging the pupil.
- Placement of posters in public places, schools and churches.
- Youth activities like sports can an effective tool.

Annex E: Tsatsane G06, 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	Tlathhobo ea mefuta le lipalo-palo tsa liketso tsa tthekefetso metseng	Setho ka seng ka hare ho lekhlotla la Tsatsane, ofisi tsa marena	Manane le lipalo-palo tsa liketso tsa tthekefetso ha li tsejoe	Litlaleho ho tsoa ho litho tsa Lekhotla	Oct- Nov 2009	-
Thibelo (Prevention)						
Polokeho ea basali:	Tlhoaeo ea libaka tse sa bolokehang; maoala a ho ntlafatsa libaka tse joalo	Marena, litho tsa Lekhotla la Tsatsane	Tlhoaeo ea libaka tse joalo ha e so etsoe	Litlaleho ho tsoa komiting ea kobo le kamoho ea mobu	Oct-Nov 2009	M60,000
Ho ntlafatsa polokeho libakeng tse kotsi	Theha komiti e tla hlahloba polokeho ea basali selemo le selemo	Komiti ea lits'ebeletso tsa mantlha, ofisi tsa marena, sepolesa	Tlathhobo ea mofuta ona ha e-so etsoe	Litlaleho ka komiti ea lits'ebeletso tsa mantlha tsa lits'ebeletso tsa sechaba	March 2010	-
	Ts'ebelisoano 'moho le sechaba le sepolesa sa metse le mafapha a mang a ts'ereletso ho atlehisa polokeho	Litho tsa lekhlotla, marena, sepolesa		Litlaleho tsa khoeli le khoeli	Selemo le Selemo	-
	Rala mananeo a sechaba a	Lekhotla la puso ea libaka la Tsatsane,	Lekhotla ha le eso kene mananeo a	Lenane la mat'solo	Nov 2009	M75,000

SEPHEEO (STRATEGIC OBJECTIVE)	KETSO (ACTION)	BAPHETHAHATSI (WHO)	MAEMO HA JOALE (BASELINE)	SESUPO (INDICATORS)	NAKO (WHEN)	LIKHAKANYO TSA CHELETE (BUDGET)
	tlhokomeliso ka litaba tsa tthekefetso	C.G.P.U, Gender Links	joalo			
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		Litlaleho	Jan 2010	M130,000
Ho ruta sechaba ka tthekefetso eo sesosa sa eona e leng ho se lekane hoa matla lehoja e sa bonahale	Ho ruta sechaba ka melao eohle e khahlanong le tthekefetso	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 tthekefetso	Jan 2010	M155,000
Mats'olo a tlhokomeliso (Awareness Campaigns)						
Ho hlokomelisa sechaba ka kotsi ea liketso tsa tthekefetso ka har'a malapa	Lipitso, mats'olo	Marena, litho tsa lekhotala	Ha ho molao o tsamaisang libaba tsa tthekefetso ka har'e ho malapa	Manane a lipitso	2010	M96,000
Ho ruta sechaba ka melao e laolang litaba tsa tthekefetso le litlolo tsa molao tse	Lithupelo holim'a melao e laolang litlolo tsa molao tse amahangoang le tthekefetso; Mema mafapha a molao	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 tikolohong ea Tsatsane	Jan 2010	M180,000

SEPHEEO (STRATEGIC OBJECTIVE)	KETSO (ACTION)	BAPHETHAHATSI (WHO)	MAEMO HA JOALE (BASELINE)	SESUPO (INDICATORS)	NAKO (WHEN)	LIKHAKANYO TSA CHELETE (BUDGET)
amahangoang le tthekefetso						
Mehlala toants'ong ea Tthekefetso (Best Practices)						
Ho bonts'a mehlala e metle toants'ong ea tthekefetso	Pokello le ponts'o ea mehlala e metle ts'ebetsong ea makhotla toants'ong ea tthekefetso	Litho tsa lekhola la puso ea libaka la Tsatsane, 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 2010	-
Se ka etsoang/Bohato (Response)						
Ho ts'ehetsa boikitlaetso ba mafapha kaofela litabeng tsa tthekefetso boemong ba setereke kapa ba naha	Ts'ehetso ea lets'olo la matsatsi a 16 khahlanong le ea tthekefetso	Lekhotla la puso ea libaka la mathomo la Tsatsane	Lekhotla ha le e-so kenye letsoho lets'olong lena	Karolo eo lekhotla le tla beng le enkile letso'long lena	Nov-Dec 2009	M55,000
	Ho etsa bonnete ba hore litaba tsa tekano li hlahella ka holimo meralong ea selemo le selemo	Komiti ea lits'ebeletso tsa mantlha tsa botho	Meralo ea lekhlotla ha e-so kenyeletse litaba tsa tekano	Litlaleho tse fanoang ke Komiti	April 2010	
Ho fana ka lintlha le leseli la moo mahlatsipa a tthekefetso 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 la Tsatsane, mekhatlo ea sechaba	Lekhotla ha le e-so etse liphatlalatso	Liphatlalatso ka lingoliloeng	Nako le nako	M165,000
Ts'ehetso (Support)						
Ho fana ka ts'ehetso e	Ts'ebeliso 'moho le mekhatlo	WLSA, FIDA, PHELA, C.G.P.U, mekhatlo ea	Ts'ehetso e fanoa ke litsi tsa litsin g	Litlaleho	Jan 2010	-

SEPHEEO (STRATEGIC OBJECTIVE)	KETSO (ACTION)	BAPHETHAHATSI (WHO)	MAEMO HA JOALE (BASELINE)	SESUPO (INDICATORS)	NAKO (WHEN)	LIKHAKANYO TSA CHELETE (BUDGET)
ntlafetseng le tlhokomelo ea mahlatsipa a tlhekefetso	ea sechaba e fanang ka ts'ehetso e joalo	ts'ehetso ea bakuli	tsa kokelo boemong ba setereke			
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	Litho tsa lekhotla la Tsatsane	Lekhotla ha le e-so fane ka leseli le joalo	Lenane la likolo tse ileng tsa chakeloa	Feb- 2010	M46,000
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 mathomo la puso ea libaka la Tsatsane	Makhotla a puso ea libaka ha e-so etse letho ho nyenyeletsa sena	Mananeo a beng a kentsoe ts'ebetsong	2010	-
Khokahano (Coordination)						
Ho netefatsa khokahano e matla ea mananeo a thibelo ea tlhekefetso	Theha komiti ea khokahanyo ea litaba tsa tlhekefetso	Lekhotla, marena, likomoti tsa mahokela	Khokahano ea mafapha bosebeletsin g ba sechaba ha ea lekana	Kopanelo ea masebetsi e atlehileng	Nako tsohle	-
	Ntlafatsa likamano le sepolesa ho etsa bonnete ba hore litaba tsa tlhekefetso li atameloa ka hloko	Lekhotla la mathomo la puso ea libaka la Tsatsane, ofisi ea sepolesa Quthing, mekhatlo ea litokelo tsa mantlha tsa botho	Tlhekefetso ea banna sepoleseng ha ele balli -Mefuta e meng ea tlhekefetso e sa ntse e sebeletsoa malapeng	Phokotso ea sekhobo se etsetsoang banna ha e le balli	Nako tsohle	-

SEPHEEO (STRATEGIC OBJECTIVE)	KETSO (ACTION)	BAPHETHAHATSI (WHO)	MAEMO HA JOALE (BASELINE)	SESUPO (INDICATORS)	NAKO (WHEN)	LIKHAKANYO TSA CHELETE (BUDGET)
Likhakanyo tsa Chelete (Budget Allocation)						
Ho etsa bonnete ba hore makhotla a puso ea libaka a fana ka ts'ehetso ea lichelete mererong ea thibelo ea tthekefetso	Etsa likhakanyo tsa chelete tse tla shebana le merero ea thibelo ea tthekefetso	Mongoli oa Lekhotla le komiti ea meralo ea lichelete (Moralo ea selemo se tlang)	Lekhotla ha le na chelete e ka hakanyetsoang merero e kang ena ha joale		Jan 2009	-
ts'ehetso ea lichelete mererong 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	Lekhotla la Tsatsane ha le na chelete	Ho kengoa ts'ebetsong hoa lets'olo	Oct 2009	-
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	Molila-Setulo oa lekhotla, Mongoli oa lekhotla	Moralo ke hona o tla kengoa ts'ebetsong	Katleho ea moralo	Nov 2009	
Ho fumana lipalo-palo ka litaba tsa tthekefetso	Tšoara tlhatlhubo ea maemo a tthekefetso e bakoang ke ho	Setho sa lekhotla ka seng (ED's)	Ha ho tsebo ea boemo ba tthekefetso ka har'a metse	Tsebo e phethahetseng, e bolokiloeng hantle malebana	Oct 2009	-

SEPHEEO (STRATEGIC OBJECTIVE)	KETSO (ACTION)	BAPHETHAHATSI (WHO)	MAEMO HA JOALE (BASELINE)	SESUPO (INDICATORS)	NAKO (WHEN)	LIKHAKANYO TSA CHELETE (BUDGET)
metseng	hloka tekano ka har'a metse			le maemo a tthekefetso		

Annex F: Messages / slogans / posters

DEVELOPING MESSAGES AND SLOGANS AND POSTERS FOR THE CAMPAIGN

Tsatsane 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	Respect for all people in the community	'Everyone deserves respect'	Posters, t-shirts
Abused child	03 December	Rights of Children living with disability	'All Children have a right to be loved'	Posters, t-shirts
Abusive men	25 November	Respect for all people in the community	'Men stand against abuse'	Placement of Posters in public spaces
Family/ Household –positive parenting				
Mother, father, guardian	10 Dec	Human rights	'Home is a small heaven'	Public gatherings
Parenting	10 Dec	Human rights	'A good home is full of laughter and love'	Public gatherings

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	13 th and 14 th October 2009
Theme of Protocol village meeting	GBV Action Plan Workshop
Participants' list	Attached to Report
Number of women participants	7 of 16 (43.75%)
Number of men participants	9 of 16 (56.25%)
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"> • 3 (18.8%) people answered correctly and 13(81.2%) had incorrect answers. 2. <i>Has your country signed the protocol?</i> <ul style="list-style-type: none"> • 10 (63%) people answered correctly and 6 (37%) 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 16 (100%) answered incorrectly. 4. <i>How many targets does the Protocol have?</i> <ul style="list-style-type: none"> • 2(12.5%) people answered correctly and 14 (87.5%) 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"> • 4(25%) people answered correctly and 12 (75%) answered incorrectly. 6. <i>What is the target for ending or reducing GBV?</i> <ul style="list-style-type: none"> • 1 (6.2%) people answered correctly and 11 15(93.8%) answered incorrectly. <p>At this workshop all participants heard about the SADC Protocol on Gender and Development for the first time and there was little comfort at first until after the DVD was played. The DVD helped propel some discussion around the relevance of gender work to that of local government. The 30% quotas for local government inspired a huge debate as local councils are headed for the 2nd local government elections in April 2010.</p>
<p>Answer sheets to the quiz as baseline data</p>	<p>Sample attached in the manual</p>

Issues raised	<p>Participants put a concern as to why international and regional instruments are signed on behalf of the people and never disseminated and published. It was concluded that a step taken by Gender Links with regard to the Protocol should be taken as a good example</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 Botswana, Malawi and Mauritius had not signed the Protocol and also how come countries like Zimbabwe, Angola and DRC have signed yet their people are not living in peace • Another participant wanted to know if there were any measures that could be taken against a country that may fail to implement the instrument or whether it's just a norm to sign things like this just to be diplomatic • Some of the male participants had an opinion that the Protocol is meant to promote women and topple off men Hence why it stresses on 50% of women in decision –making
Responses	<ul style="list-style-type: none"> • It was said that the three other countries such as Botswana did not sign the protocol due to some of the mandatory language used in the document, while others felt that there was need to do an in-depth review of their national laws and policies to ensure synergy • States are held responsible with regard to the adoption, endorsement and implementation of such instruments • Promotion of gender equality by the Protocol was looked into and it was generally understood that there is need to advance women and men in all aspects of their lives while considering areas of need crucial for each group
Follow-up meeting / Next steps?	The Council will decide during the next council sitting
Evaluation forms	Summary provided in the report

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>
1. PROGRAMME DESIGN	9	7			
2. PROGRAMME CONTENT	10	6			
3. DOCUMENTATION	14	2			
4. FACILITATION	13	3			
5. GROUP WORK	8	8			
6. OUTPUTS	11	5			
7. OUTCOMES AND FOLLOW UP PLANS	14	2			
8. LEARNING OPPORTUNITY	11	5			
9. NETWORKING OPPORTUNITY	15	1			
10. ADMINISTRATIVE ARRANGEMENTS	9	6	1		

COMMENTS

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

- I found all sessions useful and interesting.
- Development of messages aroused much more interest than I thought, this was the most important part in my opinion.
- A section gender based violence and its forms, it has enlightened me on some of the issues I did not think they would fall under violence acts.
- The process of developing the gender based violence action plan.
- A discussion of forms violence that prevail in our communities. Abduction of girls in the name of culture and custom.
- Knowledge on the law governing Sexual offences.

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

- None (4).
- All areas of discussion were important.
- Why 30% quota for local government is necessary.

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

- Talk about issues of violence in public forums.
- Conducting public gatherings, use of radio programmes on local government.

- There is need to develop information generation material so to be taken out to the public. This can be done in the form of posters and flyers so that they can be distributed to places like schools and churches.
- Engage local chiefs and existing structures in the community.
- Working together with other partners in the area of public service delivery and not in isolation (4).
- Share the information gained and experiences with other neighbouring councils.
- I now know that it is my responsibility to report gender violence to the local Chief.



4. Any other comments?

Participants sing at prayer

- I feel that follow-up important and that all participants should go back and a commitment made here.
- I am glad that we acknowledged the fact that gender based violence takes place at all times in the villages and we were able to establish practical ways of addressing these problems.
- The training has instilled boldness to address my community on these issues some of which are a taboo.
- I am very thankful to have received this kind of training because it has enhanced our capacity in the service deliver work we do as councils.
- I am very happy that from now onwards I will be able to avoid acts of gender violence some of which I had no idea they fell under this category.
- Having discussed the best ways of combating GBV in our locality.
- I am very grateful for the knowledge I gained here.
- Documents in Sesotho. Keep up the good work.
- This is training has touched on our personal lives. I am living with my two grand-children whose mother passed and they wanted to do as they pleased and would not listen to me, now they have run away from home. I need help.