

REPORT

CENTRES OF EXCELLENCE STAGE FOUR REPORT



Country : Lesotho

COE : Senekane Community Council

District : Berea

Dates: 14th – 16th May 2012

Venue: Senekane Community Council Paballong Centre



Ministry of Gender, Youth
Sports and recreation



Gender Links

TABLE OF CONTENTS		PAGES
Executive summary		3
Background information		3
Process/activities		3-5
Outcomes		5
Conclusions		5
Way forward		5
Annexes		6-9
	• Annex A	<i>Programme</i>
	• Annex B	<i>Participants list</i>
	• Annex C	<i>Evaluation</i>

Executive summary

The report provides information about the inception workshop held at Senekane Community Council in Berea District. The workshop equipped the participants with issues of gender including gender concepts and stereotypes, women in politics and conflict management. During this workshop the councillors were also taken through the three stages to bring on board the new councillors about the gender concepts and to actually affirm their by in.

Background

The Senekane council is situated at 50km north of the Maseru town. The council previously had gone through the first three stages of the old training manual, so this was a continuation of the work done before. The previous training manual had six stage activities and it has been developed further to include issues of climate change, care work and economic development. The stages have now been expanded to ten. It was therefore imperative to start with stage four, because some of the councillors are new and this will give them an opportunity to understand other stages and modules better.

The workshop took three days, from the 14th – 16th May 2012. The new COE training manual on gender mainstreaming in local government was used as a guide throughout the entire three days. During the first day the councillors were taken through the stages one to three. The last two days covered all the modules under stage four. Knowledge of the participants was also enhanced through group discussions. **See Annex A.**

Participants who attend the workshop were 16 in number. These included seven women and nine men. They included also staff and officers from the Ministry of Gender. **See Annex B**

During the last day a detailed summative evaluation was conducted where participants gave an assessment and their views on how the workshop was run, their comments and how best they can further replicate the process together with the communities. **Annex C.**

Objectives

The workshop was conducted as follow up to stage three workshops held earlier with the council and the objectives therefore were to;

- Provide foundation concepts on sex, gender and gender stereotypes.
- Relate these concepts to the work of councils through training on gender and governance
- Inspire leadership for the processes of change ahead through a discussion on transformative leadership.
- Relate all these concepts to conflict resolution at the local level, especially the conflict that arises because of change.

Process/ activities

The new COE training manual on gender mainstreaming in local government was used as a guide throughout the entire three days workshop. The workshop was conducted from the 14th – 16th May 2012, where the first day the councillors were taken through the stages one to three. The purpose was to inform them of the work

done by the previous GL staff, basically to analyse the knowledge of the councillors on the SADC protocol on gender and development and finally to affirm their buy in. The process was actually to update them of the previous work done to put all the old and new councillors on the same level of understanding hence the next stages will be easier to comprehend and of course make them to actively participate.

On day two councillors were introduced to the key gender concepts. During this time, participants were required to present their expectations, then after they were given an exercise on sex and gender roles. Different cards for different roles were put on the board by the participants to enable them to understand the difference between gender and sex. The exercise was then followed by very comprehensive discussions on gender stereotypes. From this discussion, one discovered that in some areas of the district, women still do most of the domestic work and additional professional work, whilst men are doing less work. Group discussions were formed to discuss different ways in which different cultures and communities regard women and men and how these are reflected in our different customs and traditions.

Gender and Governance

Participants were also introduced to the concept on gender and governance, where reference was made to access, participation and transformation framework developed by Thenjiwe Mtintso, who advocates for equal access and participation of women in development thus positive transformation will be guaranteed. This has been realised by the Lesotho government where during local government elections, different quota systems were used to empower women, however the question still lies as to whether they actively participate in decision making to influence positive transformation.

Discussion

Although women have been empowered to take part and be active in decision making, there are some barriers which seem to hinder women to actively take part, such as culture, where women are still considered as minor and cannot take part in decision making, domestic roles, where they are made to choose between participating in politics and leaving the family alone, due to cultural barriers, women have grown to consider themselves minors hence low esteem and confidence to speak in public.

Conflict Resolution

During the last third day, participants were capacitated on conflict management and engagement of women in conflict resolution. They were taken through different definitions in relation to conflict, conflict resolution and processes of conflict resolution. Participants were separated into group discussions to identify different conflicts at local and community level, the different tools and methods that can be used to resolve conflicts and to what extent are gender addressed in conflict resolution. They were informed that conflict resolution is about rights, responsibility, relationship, reconciliation and restoration, whilst key components of conflict resolution include information, interaction, interest, impartiality and finally innovation.

Discussion

Participants during this session argued that they have realise that conflict involves many people and if left unsolved it can be detrimental to development efforts by the

community. Within the council, more conflicts arise from issues of land where people allocate themselves land illegally or extend their plots because there is no proper planning. The second conflicts arise from range management. People do not want to preserve the range but rather they want to overgraze them so whenever there has been an arrangement to preserve them some people do not abide hence conflicts. Active involvement of the community, where they are part of the decision will limit cases of conflicts amongst the communities. Their engagement will give them some sense of ownership to whatever development efforts made.

Outcomes

Participants gained knowledge of the difference between gender and sex and different roles that are played by men and women as define by nature. They also acquired skills on conflict resolution, as has been discovered that working with communities can sometimes create conflicts. The skills will be use to handle conflicts as they arise on every day work of the council. The workshop helped to gradually change their leadership skills and be seen differently by the communities they serve.

Conclusion

It can be concluded that gender is a good concept which need to be mainstreamed in local government activities as one councillor mentioned that ` the workshop served as an eye opener, because before the workshop we were not aware of these gender issues and how important it is to include gender in our daily work". This is because councillors have realised that all people are indeed needed to actively participate in issues of development that affect them within their localities.

Way forward

Follow up workshops will be conducted to equip the councillors with more knowledge and skills on how best they can mainstream gender in their activities and to further disseminate information to the communities.

PROGRAMME

STAGE FOUR: INCEPTION WORKSHOP

SENEKANE COMMUNITY COUNCIL

14TH – 16TH MAY 2012

SENEKANE

DAY/TIME	ACTIVITY	TIME	WHO
DAY TWO:			
8:00 – 8:30	Registration	30 min	Participants
8:30 – 8:45	Opening	15 min	Chairperson of the Council
8:45 – 9:00	Introductions and objectives Expectations from participants To develop guidelines of participation Eyes and Ears	15 min	CM
Key gender concepts			
9:00 – 10:30	Sex and gender	1 hr 30 min	CM/Gender Officer
10:30 – 11.00	<i>TEA</i>		
11.00-13.00	Group work on stereotypes	2 hours	CM/Gender officer
	Report back		Participants
Gender, governance and transformative leadership			
14.00- 15.30	Access, participation, transformative leadership Group work (role plays)	1 hr 30 min	Participants
	Report back		Participants
15.30 -16.00	<i>TEA</i>		
12:15 – 13:00	<i>At the Coalface</i> DVD Plenary discussions	1 hr	
13:00 – 14:00	<i>LUNCH</i>		
DAY THREE:			
Conflict resolution			
8.30 – 9.00	Eyes and ears, recap		CM
9.00 – 10:30	What is conflict? Conflict at the local level	1 hr 30 min	CM
10.30-11.00	<i>TEA</i>		
11.00 – 12.30	Resolving conflict	1 hour	CM
12.30-13.00	CLOSURE	30 min	Council Chairperson

Annex B**PARTICIPANTS LIST**

NAME	SEX F/M	ORGANISATION	DESIGNATION	PHONE
Matefelo Ntoi	F	Senekane	Councillor	58019450
Rhine Kokobile	M	Senekane	Councillor	59874924
Masehloho Sakoane	F	Senekane	Councillor	59162820
Mathealira Masupha	M	Senekane	Councillor and Chief	58401868
Mateboho Khoeli	F	Senekane	Councillor	59453759
Mamoipone Rasebonang	F	Senekane	Councillor	59510765
Mankone Bereng	F	Senekane	Councillor	58541868
Tsepang Motselekatse	M	Senekane	Councillor	59568786
Tanki Mpiko	M	Senekane	Councillor	58081198
Molisana Nkheloane	M	Senekane	Councillor	64025495
Moeketsi Moffman	M	Senekane	Councillor	59952093
Malebohang Phagane	F	Senekane	Councillor	58813009
Lekali Phai	M	Senekane	Councillor	63255762
Musa Matjama	M	Senekane	Councillor	58787621
Moabi Rethabile	M	Senekane	Councillor	59721464
Thato Mokuena	F	Senekane	Councillor	63402505
Masekoati Masupha	F	Senekane	Chief and Councillor	58426811 62009005
Mosenyehi Ntsebe	F	Senekane	Officer	59441768
Phefo Mohalakane	M	Senekane	Councillor	58003731
Mahali Sekantsi	F	Gender	Principal District Gender Officer	58014615
Ntolo Lekau	F	GL	PA	22316755
Malepota Mafeka	F	GL	CM	22316755

GENDER DISAGGREGATION

Participants	Male	Female
22	10	12
100%	45%	55%

Annex C

EVALUATION FORM
Date: 14-16 May 2012
Venue: Senekane Council

	SCORE	OUT
	OF TEN	
1. PROGRAMME DESIGN	87%	
2. PROGRAMME CONTENT	92%	
3. DOCUMENTATION	90%	
4. FACILITATION	95%	
5. GROUP WORK	86%	
6. OUTPUTS	85%	
7. OUTCOMES AND FOLLOW UP PLANS	88%	
8. LEARNING OPPORTUNITY	94%	
9. NETWORKING OPPORTUNITY	98%	
10. ADMINISTRATIVE ARRANGEMENTS	97%	
11. OVERALL	94%	

GENERAL COMMENTS

Sessions found most useful and why

- We learned that all people are equal, stereotypes against women should be stopped and women should be empowered in all spheres of economic and social development.
- Clarification between gender and sex and stereotypes against women. We are aware of how gender is defined and how to consider women as equal partners to men not children like we used to before.
- Councillors have learned that conflicts if left unsolved they can hinder development, so they will use the skills acquired to solve conflicts that arise from the communities.
- We have learned to support women to take part in politics and issues of development.

Sessions found least useful and why

- None

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

- By involving different groups that are found within the council
- Community gatherings will also serve as a platform for community engagement and participation
- By running trainings and using gender mainstreaming in advocacy processes.

Any other comments

- The workshop was very informative in giving us clarification on gender concepts and ending discrimination against women where they were considered as children.
- The councillors will share the information with the communities.