



**REPORT OF THE
SOUTHERN DISTRICT SADC GENDER PROTOCOL SUMMIT AND AWARDS
LESOTHO
VENUE: MAFETENG HOTEL
DATE: 17-21 March 2014**



Executive summary

QUICK FACTS:

- **53** participants – **24** Male, **29** Female
- **15** entries, **7** women **8** men
- **1** man and **1** woman runner ups
- **2** women and **0** man winners
- **15** councils represented

This report seeks to provide information on the southern district summit that was held under the banner **50/50 by 2015 and demanding a strong Post 2015 Agenda**, at Mafeteng Hotel from the 17-21 April 2014. This event was held just a year before 2015, a year in which the Millennium Development Goals and the SADC Gender Development Protocol are reaching their deadlines.

The summit was attended by the councillors from the five districts of Qacha's Nek, Quthing, Mohale's Hoek, Mafeteng and Maseru. There were 15 councils that have completed stages 1 to 5 of the COE process that attended the summit.

The southern district summit was preceded by Stage 7 and 8 workshops (IT, media and advocacy) to document the work of the Councils. As 2015 is the deadline for the SADC Protocol on Gender and Development and the Millennium Development Goals, the participants at the district summit developed the strategy to take count of what has been achieved. It also provides an opportunity for councils to contribute to the development of the post 2015 SADC Protocol.

The winner in the urban category was Mafeteng Urban Council and the runner-up was Qacha's Nek urban council. The winner in the rural category was Tsana Talana Community Council and the runner up was Mazerod Community Council.

PARTICIPANTS

ANALYSIS OF PARTICIPANTS

	MALE	FEMALE	TOTAL	%MALE	%FEMALE
Councillors	14	14	28	48	52
Officials	7	9	16	44	56
Judges	1	2	3	33	67
Staff	0	3	3	0	100
Board Member	1	0	1	100	0
District Administrator	1	0	1	100	
Member of Parliament	0	1	1	0	100
TOTAL	24	29	53	45	55

There were 29 female participants and 24 men from 15 councils and some government officials from the Ministry of Gender and Youth, Sports and Recreation, refer to **Annex A**. The District Administrator for Mafeteng District was also one of the participants and he gave a key note address at the summit (**see Annex B**). There was also a special presentation by a woman member of parliament for Ketane Constituency.

Programme

Opening remarks

The program covered 5 days of which the first 3 days were for stage 7 and 8 workshops and the 50/50 and the post 2015 agenda meeting. On the first day the activities included the official opening by the District Administrator for Mafeteng district..... In his opening remarks he displayed a thorough knowledge of gender issues by referring to conventions and protocols that the states have signed in order to achieve gender equality. The Millennium Development Goals and the SADC Gender Protocol were among those that were cited by the district administrator. He encouraged the participants to give these competition their best as he in expecting them to become winners going forward to the National Summit and beyond. He wished everybody a very fruitful participation and meaningful stay in the district of Mafeteng.

The Member of Parliament for Ketane Constituency, Mrs Marefuoe Muso was a guest speaker at the southern district summit to encourage women to stand for elections using her story as a case study as a member of parliament. She mentioned that she began her journey from the councils in 2005 where she became elected as a chairperson for the council that she was a member to. She learned from that there is nothing impossible and aspired to become more and she was rewarded when she was elected as the only woman contesting with five men in her constituency. She encouraged women to actively participate in Politics and not to be afraid of contesting for elections with men. However, she maintained that it is necessary for the government to have special seats for women even in higher levels of governance such as parliament and cabinet, citing the model that is being used in local government elections in Lesotho.



Plenary sessions

The district summits were preceded by Stage 7 and 8 workshops (IT, media and advocacy) to document the work of the Councils. The main objectives of stage 7 is for the councils to have a deeper understanding on how the media works and how the media can help to advance the work on gender and development. The councils were encouraged to build a strong relationship with the media so that media can be used to market and raise awareness about their work. The campaigns which councils carry out, without the support from the media, cannot be successful. Campaigns need coverage in order for them to spread the intended messages so that necessary action can be taken.

The next training was on the importance of credible evidence. The councillors were divided into five groups to examine the five principles of credible evidence according to BOND. This exercise was meant to help councillors to reflect on their work and see how strong their evidence is for the presentations that they are going to be making for their councils. This was meant to help the councillors to assess their institutional profile against the Bond Principles of Credible Evidence.

The second day of the training resumed with the training for stage 8 of the COE training manual, IT for advocacy. The main objective of this stage is to encourage the

councillors to use internet to spread advocacy campaigns messages. During 16 days of activism, internet can also be used to share ideas and experiences with other councils inside and outside the country. Cell phones are also important in passing messages and councils are taught how to effectively use them. This is the most effective method because most people now have cell phones, even deep in the rural areas cell phones can now be used to pass messages.



The councillors were introduced to the basic IT tools such as the Electronic mail, World Wide Web, mailing lists, interactive space, discussion groups and social networks. The councillors were given the importance of using the internet to find information and how they can also use it to give information about the work they do in their councils. All councillors were assisted to open an email account.

After this the councillors were introduced to the Gender Links website and how they can navigate it to find information about their councils. They were also introduced to Gender Links forms online after which they were all asked to fill the forms online. All the participants were each asked to fill the Gender Links forms online.

The third day was kick started with the presentation on the principles of effective speaking. This topic was important because it was meant to equip councillors with the skills of making good presentations. The principles of effective public speaking is a very important topic for councillors as they have to address people from time to time in their field of work.

With only a few months before 2015, the deadline for achieving the 28 targets of the SADC Gender Protocol, there has been slow and uneven progress towards equal representation of women in political decision-making. In Lesotho the Local government elections held in 2011 resulted in 49% representation of women. This was a result of a third of the seats reserved for women on a Proportional Representation (PR) system in addition to women being able to contest the First Past the Post (FPTP) seats with men. However in the 2012 Parliamentary elections there is only 26% women in parliament and 22% women in cabinet. This because there is no quota at the national level. The participants at the district summit were asked to form groups to design the strategies that can be used in order to increase the women participation in decision making to 50/50 in the next elections. The outcome of these group discussion was that the participants felt that it is necessary to have a legislated quota at the national level as this has given good results in the local government elections. They also pointed out that all political parties should be encouraged to include women within their structures.

The day was ended with the group discussions on the post 2015 agenda. The groups were formed around the following targets of the SADC Gender Protocol: Constitution and Legal Rights, Gender and Governance, Gender and Education, Economic justice,

Gender Based Violence, Health, HIV and AIDS, Peace Building and conflict resolution and Media.

Constitutional and Legal Rights

On the constitutional and legal rights the participants put emphasis on the removal of the clause from Constitution of Lesotho that allows discrimination on the basis of culture. This clause has resulted in the Inheritance Laws of the Lesotho and the Chieftainship Law discriminating against women.

Gender and Governance

The emphasis was to encourage the governments to have a legislated quota of 50% of women in all decision making positions both in the public and private sphere. There is also need to build capacity for women in decision making positions as to ensure sustainability.

Gender and Education

The non-formal education must be strengthened to allow herd boys to go to school after hours as the statistics in Lesotho show that there are more girls in schools than boys. It also essential for laws to be passed which regulate the initiation schools as they are one the reasons why the boys drop out of school. Another important issue that needs to be incorporated in the post 2015 agenda should be the issue of accessibility for schools which usually affect the school going age for some children living in the rural areas because of the distances that they have to travel to go to schools. To protect the girl children against sexual harassment in schools and to provide for them to continue with their education even after they have become pregnant in schools. The school curriculum should include gender education at all levels.

Economic Justice

There should be emphasis in the post 2015 agenda to include the provision of productive resources for women. As with the governance women should be given more opportunities than men to access the productive resources. These may be done by giving women opportunities to tender for public services alone leaving men out because they have added advantage over women since they had always had the opportunity to access the productive resources while women were denied those opportunities.

Gender Based Violence

The laws that address GBV should provide for harsh punishment for perpetrators of GBV. There should be a provision in the law for offenders not to be given bails as this usually puts the life of victims in danger as they often frighten them. The government should provide centres where the victims of GBV receive support.

Health

The countries should improve their response to emergencies by providing an efficient emergency services such as ambulances. The governments must also ensure that other infrastructures such as roads are well maintained to make the health services to be easily accessible.

HIV and AIDS

The governments should developed strategies to prevent new infections, especially the transmission from mother to child. The care givers should be considered as the government employees and must be compensated because patients of AIDS are not treated in hospitals but are being cared for outside by these people.

The facilitation and trainings at the northern district summit were led by Gender Links in partnership with the Ministry of Gender and Youth, Sports and Recreation with the gender officers for Maseru, Mafeteng, Quthing and Qacha’s Nek.

The fourth day was the kick-started by showing cultural activities that were presented by the five districts that were represented at the southern district summit. After the cultural activities the councils presented their work to the judges who were scoring them using their score cards.

Summit Outcomes

COUNCIL	CATEGORY	POSITION
Mafeteng	COE-Urban	1-Winner
Tsana-Talana	COE-Rural	2-Winner
Mazenod	COE-Rural	3-Runner up
Qacha’s Nek	COE-Urban	4-Runner up
Tsoelikana	COE-Rural	5
Quthing	COE-Urban	6
Mohale’s Hoek	COE-Urban	7
Mashaleng	COE-Rural	8
Siloe	COE-Rural	9
Mamantso	COE-Rural	10
Makhoarane	COE-Rural	11
Tosing	COE-Rural	12
Mohlakeng	COE-Rural	13
Qomoqomong	COE-Rural	14
Qanya	COE-Ruaral	15

There were a total of 15 councils from five districts that attended the Southern district summit, however only four made it to the national summit. Two of these councils were from the district of Mafeteng, Mafeteng Urban council and Tsana Talana Community council, Qacha’s Nek Urban Council from Qacha’s Nek district, and Mazenod Community Council from Maseru district.

Winner in Urban

There were a total of four urban councils that attended the southern district summit. The winner Mafeteng Urban council is from the district of Mafeteng south of Maseru. This council is one of the councils that began the COE process in 2013 and is one of the new councils which was attending the summit for the first time.

The runner up in the urban category was Qacha's Nek urban council. This is one of the councils that came to the national summit in 2013 to learn from other councils. They used what they learned to improve and to strengthen their work and became winners in the district summit.



Winner Rural

There were a total of eleven rural councils that were part of the southern district summit. The winner in the rural category was Tsana Talana community council from the district of Mafeteng. Tsana Talana is one example of the councils that get better each year. It was the winner and the national summit and went on to the regional summit in 2013.

The runner up was Mazenod Community Council from the district of Maseru. Mazenod is one of the new councils that we attending the summit for the first time.

The judges concluded all presentations by congratulating all the presenters for the job well done, however they emphasised more on creating synergies between the protocol and the good that is done on the ground by different councils and also encouraged sharing of



knowledge and experiences as this will improve on sustainability of many projects and encourage others to join hands towards achieving the protocol targets and the MDGs.

The judges also urged the participants to document their good practices so that they may have enough evidence when they come to the summits. It is also important for those who have evidence to be able to refer to their evidence and to avoid to have information that does not speak to judges. Another important factor that must be carefully considered is the use of statistics to support their statements, for example if one says that GBV has decreased as a result of the work done by the council, they should be able to state by how much it has decreased.

Informative Newspaper covered the southern district summit with some radio stations broadcasting the summit in their radios such as Mafeteng Community Radio and Radio Lesotho.

Lessons Learned

Participants learned a lot from the district summit. They are now able to relate Gender Equality concept to their work in councils. They have learned to copy the good work done by other councils. Before the summit some of the councils thought that they need to have a separate budget for gender mainstreaming but they learned from other councils that they have to do it as they do their other activities. The participants pointed out that the pre-summit trainings helped them to realise the importance of evidence in the activities they do in the councils.

The participants were very happy that they have gained experience using computers and being able to serve the internet. Some were able to use their cellular phones to access Gender Links website. The filling of forms online was one of the highlights for them because each and every one of them had to fill the forms. They expressed their gratitude to Gender Links for making this possible for them.

Next steps

In preparation for the coming year, 2015 the councils will be monitored in implementing their action plans. Some of the councils that started the COE process



have declined in their work because Gender Links does not visit them any longer, it is therefore important to introduce the backstopping workshops. As much as it is important to have as many councils as possible as part of the COE, it is also necessary to have depth so that those councils may remain as COE for life, with or without the assistance of Gender Links.

Another way to ensure continuity and sustainability is by providing refresher trainings for the Gender Focal Persons as well as the Gender Champions

within the councils to keep them active in their councils. Using Gender Officers as partners in cascading the COE process is one way of ensuring that gender mainstreaming is sustained as they are found in the districts and can be able to assist the councils that are in their districts. For this district summit all the Principal District for the Northern districts were present and they were introduced to councillors as people who will assist them in their gender mainstreaming activities in the absence of Gender Links.

Moving forward more councils will be made part of the COE process in 2014 which will bring a total of councils to 40 or even 50 for the next summit. This will result in holding

a total of three district summits next year. Another important factor for the 2015 summit is to bring other categories to the district summit, especially those that are a result of the COE work such as leadership. Another category that will be part of the 2015 district summit is the emerging entrepreneurs. Gender Links is currently working with five councils with the entrepreneurship and will be increasing the number to ten this year. The five councils that have started will be participating at the national summit.

ANNEX B

PROGRAMME FOR SOUTHERN DISTRICT SUMMIT

TIME	ITEM	WHO	DOCUMENTATION
Day one: Documenting evidence and communicating results			
8.30	Welcome	DA-	
	Purpose	Manteboheleng Mabetha	Power point
9.00	50/50 campaign-Speech by the member of parliament	Marefuoe Muso	
	Special measures	Manteboheleng Mabetha	
10.30	TEA		
11.00	Communication warm up exercise – Broken telephones	Mathoka Khaile	Manual
	What is communication?		
12:00	<i>Principles of credible evidence</i>	Mamolibeli Ngakana	Manual
	Group one: Voice and inclusion	Groups	
	Group two: Appropriate data collection methodologies		
	Group three: Appropriate data collection and triangulation		
	Group four: Change		
	Group five: Transparency		
12.30	Report back		
13.00	LUNCH	ALL	
14:00	Assessing your institutional profile against the Bond Principles of Credible Evidence	Councils to reflect on their draft case studies	Manual
	<i>COE profiles and score cards</i>		
13.00	Finalising score cards, improving institutional profiles	Groups – by council	Draft case studies using the local government institutional profile

TIME	ITEM	WHO	DOCUMENTATION
	Home work: Preparing/brushing up power point presentations		Power point presentation templates
Day two: Making IT work for gender justice			
8.30	Basics of the Internet	Mahlompho Nkhabu	Manual
9.00	Find your Council – Google and the GL webpage	Ntolo Lekau	Comments/ feedback on COE web page
	Online forms		
	Attitude quiz		
	Knowledge quiz		
	SADC Gender Protocol Score Card 2014		
	How have you used the SADC Gender Protocol – what would you like in 2015		
	Uploading your summit entry		
13.00	LUNCH	ALL	
14.00	Panel: Mock presentations	GL	
15.30	TEA		
16.00	Principles of good public speaking	Mathoka Khaile	
Day three: Communicating results, designing campaigns			
8.30	50/50 Campaign	Mpho Marathane	Power point; 50/50 brochure
9.30	Group work on the 50/50 campaign		
	Special measures		Template for a Fifty Fifty campaign
	Slogans and logo		
	Year- long campaign – calendar and key dates		
10.30	TEA		
11.00	Report back		
14.00	Group work – Post 2015 Agenda	Retselisitsoe Petlane	Matrix in the manual
	Group one – Constitutional and legal	Groups	
	Group two- Gender and governance		
	Group three- Education and training		
	Group four – Economic justice		
	Group five - GBV		
	Group six – Health		
	Group seven – HIV and AIDS		
	Group eight – Peace building and conflict resolution; media, information and communication		
15.00	Mock TV interview: The SADC we want post 2015! !		
District summit – Day four			
OPENING			
8.30	Welcome	Rethabile Pholo	

TIME	ITEM	WHO	DOCUMENTATION
	Cultural activity	Councillors	
10.00	TEA		
PRESENTATIONS			
10.30	Mafeteng Urban Council	Matholang Damane	Case study and score card
11.30	Makhoarane Community Council	Moeketsi Moroke	Case study and score card
12.00	Mamantso Community Council	Tau Matlakala	Case study and score card
12.30	Mashaleng Community Council	Malefetsane Khuto	Case study and score card
13.00	Mazenod Community Council	Mateboho Nalane	Case study and score card
14.00	LUNCH		
15.00	Mohale's Hoek Urban Council	Phakiso Thamae	Case study and score card
15.30	Mohlakeng Community Council	Ntai Ramakau	Case study and score card
District summit – Day five			
8.30	Presentation: The District Post 2015 Agenda	Manteboheleng Mabetha	
9.00	Qacha's Nek Urban Council	Kelebone Ramochela	
9.30	Qanya Community Council	Makatileho	Case study and score card
10.00	Qomoqomong Community Council	Mpiti Koneshe	Case study and score card
10.30	Quthing Urban Council	Thato Mahasela	Case study and score card
11.00	Siloe Community Council	Matebello Nonyana	Case study and score card
11.30	Tosing Community Council	Telang Sekotlo	Case study and score card
12.00	Tsana Talana	Palesa Mokotjo	Case study and score card
12.30	Tsoelikana Community Community	Matokelo Pakisi	Case study and score card
13.00	LUNCH		
14.00	Briefing on other entries that Councils can Make	Manteboheleng Mabetha	Local government Gender Summit Pack
	Gender Champion		
	Fifty Fifty and the post 2015 agenda		
	Gender, Climate Change and the Post 2015 Agenda		
	GBV and the post 2015 Agenda		
	Women's rights and the post 2015 Agenda		
15:00	Cyber Dialogue		
	(Judges finalise scores, GL computes scores)		
AWARDS CEREMONY			

TIME	ITEM	WHO	DOCUMENTATION
18.00	Welcome	Manteboheleng Mabetha	
	Key note address		
	Cultural presentation	Councilors	
	AWARDS		
	Runner up – urban		
	Runner up – rural		
	Winner – urban		
	Winner – Rural		
19.00	Refreshments		