

REPORT
CENTRES OF EXCELLENCE STAGE FOUR REPORT



Country: Lesotho

COE: Litsoetse Community Council

District: Thaba-Tseka

Dates: 20th May 2013

Venue: Litsoetse Community Council offices

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Executive summary

The report seeks to provide information about the workshop held at Litsoetse council in Thaba-Tseka district. Stage four inception work shop from the Sesotho COE Training manual was held for the seventeen councilors and council staff on the 20th May 2013(see **annexure B, Participants list**). Before the beginning of the programme activities, the councilors were taken through the ten stages in an effort to remind them of what the Centers of Excellence is about and what is expected of the council after the ten stages are completed.

Background

The Litsoetse community council (K03) previously known as Mohlanapeng Council is about 28 Km east of Thaba-Tseka town. The council is one of the councils chosen for the COEs to be overseen by the PDGOs. The council had successfully gone through stages one and two on the 22nd January 2012.

All the modules in stage four were facilitated by PDGO Thaba-Tseka and were done within a day. (**See annexure A, Programme**). Facilitation was done using both the English (for guidance to PDGO) and the Sesotho manuals; exclusively the Sesotho manual for the councilors.

There was no evaluation done at the end of the stage four because it was intended that this would be a continuous workshop incorporating stage five; so evaluation will be provided at stage five report. It should also be noted that stage three (SADC Protocol village meeting) was skipped to be done at a near future.

Objectives

The workshop was conducted as follow up to stages one and two held earlier with the council. The objectives of this stage workshop were the following as provided for in the manual;

- To provide foundation concepts on sex, gender and gender stereotypes (with gender roles in addition)
- To relate these concepts to the work of councils through training on gender and governance
- To inspire leadership for the processes of change ahead through a discussion on transformative leadership.
- To relate all these concepts to conflict resolution at the local level, especially the conflict that arises because of change.

Process/Activities

The new COE Sesotho training manual on gender mainstreaming in local government was used as a guide throughout the entire one day workshop. Participants were first taken through the ten stages of the COE and given COE background and what is expected of the COEs. After which they were asked to mention their expectation with regard to the work shop activities. *(N/B: the introduction incorporated stages 4 and 5 as it was expected that that should be a three day continuous workshop dealing with stage 4 and 5. Stage 4 allocated one day and stage 5 allocated 3 days, so their expectations addressed both stages)*

This was followed by the participants giving out house rules; including time. The participants made a request that for the remaining two days the workshop should begin at their usual working time which is 9:00a.m and end at 14:00 p.m. because some of them go as far as Matsaile; morning tea was to be served at 11:00a.m and lunch at 13:45p.m.

After mentioning house rules, the councilors where introduced to the key gender concepts namely; gender, sex, gender roles, gender stereotypes, gender equality and a brief touch-up on gender mainstreaming.

Group discussions and presentations were done on gender roles which led to the participants acknowledging the difference between sex roles and gender roles. Participants were generally astonished to realize that their prior perception about different roles allocated to men and women is merely common practice that has become entangled within our society so much that society has come to believe that it is nature whereas it has nothing to do with nature.

Gender and Governance

Participants were introduced to the concept of gender and governance; the module was first started by asking one participant to read out the provisions of the Protocol in that regard, after which they were asked the relevance of the provision to their council.

This was followed by posing a question whether it is important to have women in politics not only in the election process but actively taking part in the decision making arena; the question was rephrased specifically to their council. After hearing different responses and arguments the participants were referred to the diagram on page 55 of the Sesotho manual after which they were asked to answer the following questions. The module was completed by using their council as an illustration in applying and understanding Thenjiwe Mtintso framework. In referring the participants to the incept cartoon on transformation; they acknowledged that the presence of the woman in that council would not bring any fruitful results because she has been belittled before she could even show what she is capable of doing.

Discussions

The discussion were directed to the point that it would be very difficult to attain the 50/50 proportion of men and women in politics because it has been a common norm that only men are fit for politics and women are only good as followers. This has further been promoted by other women's attitudes; women are reluctant to offer support to another woman they would rather plot against her in favoritism of a male counterpart, so the only way we can safely attain the 50/50 campaign is by introducing quotas at national and local elections.

Even if they succeed to engage in the political arena; they still lack capacity to contribute effectively despite support from their male counterparts. An example was given that in the Litsoetse community council when it was time to elect members to the special committee (this is a committee that deals with conflict resolutions) women councilors asked to be absolved from becoming members of that committee.

Conflict Resolution

The module was first started by asking one participant to read out the provisions of the Protocol with that regard, after which they were asked the relevance of the provision to their council. The participants were asked to mention the importance of women if any in conflict resolution. This was followed by asking the participants to give a definition of conflict resolution.

A role play was done based on an example of a conflict that the council has ever encountered. Participants were asked what they would have done differently.

Participants were informed about components in conflict resolution which are information, interaction, interest, impartiality and information as well as what conflict resolution is all about.

Discussions

Although the participants acknowledged that it is important to have women in conflict resolutions, they argued extensively that women at times lack objectivity in matters and that could exacerbate matters. Extensive examples were given in relation to matters that the presence of women could yield good results and where their presence would completely thwart the whole purpose of conflict resolution.

Outcomes

The participants were able to get an inside of what gender really is and how to effectively identify and deal with different gender issues within the council.

Conclusion

The participants were appreciative of the gender issues thus far and had hope that they are now in a better position to defend gender related strategies in effort to eliminate stereotypes within their society. However they acknowledge that it would be a difficult task to approach the community to inform them about gender issues especially male councilors and they would from time to time request assistance from PDGO in dealing with and disseminating gender issues.

Way forward

Follow up action planning workshop on stage five will be conducted to equip the councilors with more knowledge and skills on how best they can mainstream gender in their activities.

Annex A**PROGRAMME****STAGE FOUR: INCEPTION WORKSHOP****LITSOETSE COMMUNITY COUNCIL****20TH MAY 2012****DAY ONE**

DAY/TIME	ACTIVITY	TIME	WHO
9:30-9:45	Registration	15 min	SSRO
9:45-10:00	Opening prayer and welcome remarks	15min	Chairperson Litsoetse community council
10:00-10:15	Introduction and objectives Expectation from participants House rules	15min	PDGO
Key Gender concepts			
10:15- 11: 05 11:05- 11:15	Sex, gender, gender roles and stereotypes Group work on gender roles	50min 10 min	PDGO Participants
11:15-11:30	Tea break	15 min	
11:30-11:45	Report back from groups	15 min	Participants
Gender and Governance			
11:45-12:45	Gender and governance Access-Participation-Transformation	1 hour	PDGO
Conflict resolution			
12:45-14:00	Identifying conflict at the community and local level Gender and conflict at community level Group work	1hr15min	PDGO
14:00	Closure		

ANNEX B**Participants List**

Name and surname	Sex	Organization	Designation	Phone	Email
Setseka Mothepa	M	Litsoetse K03	Councilor	57326502	
Maphats'ana Boseko	F	Litsoetse K03	Councilor	59159731	
Mapakiso	F	Litsoetse K03	Councilor	57793104	
Mathabe Maliehe	F	Litsoetse K03	Councilor	63461851	
Selebeli Nkotsa	M	Litsoetse K03	Chief	57292885	
Majalle Majalle	M	Litsoetse K03	Councilor	59041312	
Mpho Tabane	M	Litsoetse K03	Councilor	59867349	
Zakaria Ramaputle	M	Litsoetse K03	Councilor	59419365	
'Mats'epo Khau	F	MGYSR	SSRO	63067958	
'Mapuseletso Lebajoa	F	Litsoetse K03	Council secretary	63551824	
Maile Maile	M	Litsoetse K03	Councilor	58680461	
'Mathapelo Masislo	F	Litsoetse K03	Cleaner	63272456	
Maungoa Khata	M	Litsoetse K03	Watchman		
Bolokang Tsiu	M	Litsoetse K03	Account clerk	59508808	
Lethetsa Nape	M	Litsoetse K03	Councilor	59162705	
'Maliphapang Aupa	F	Litsoetse K03	councilor	59049514	
'Manthabiseng Raselepe	F	Litsoetse K03	Councilor	59107008	
Tloaelo Chelete	M	Litsoetse K03	Clerical assistant	57322440	
'Makhahliso Lejang	F	Litsoetse K03	Councilor	63291039	
Lehooana Mangobe	F	MGYSR	Driver	58146527	

Nthatisi Matobako/Nonkosi Mothala	F	MGYSR	PDGO	63489215	nthatisimatobako@yahoo.com
Khatala Thapelo	M	Litsoetse council	Councilor	59469656	
Fisane Kali	M	Litsoetse K03	Messenger	63794785	
Masiane Moloji	M	Litsoetse K03	councilor	59113861	
Nthabeleng Masemene	F	Litsoetse K03	AAO	571077994	

Gender disaggregated data

Men	Women	Total
14	11	25
56%	44%	100