

REPORT

CENTRES OF EXCELLENCE STAGE FOUR REPORT



Country : Lesotho
COE : Mokhotlong Urban Community Council
District : Mokhotlong
Dates : 5th – 6th March 2013
Venue : Mokhotlong Youth Resource Centre
STAGE : FOUR



Ministry of Gender, Youth
Sports and Recreation



Gender Links

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EXECUTIVE SUMMARY

The report provides information on the workshop held at Mokhotlong Urban council in Mokhotlong district, during the month of March, from 5th – 6th 2013. Principal District Gender Officer (PDGO), based at Mokhotlong district conducted inception workshop (Stage IV).

The councillors were taken through stage four of the new COE manual. Stage four is an inception workshop that aimed to enhance understanding of councillors on the following issues: Key Gender Concepts; Gender, Governance and Transformative Leadership; and Conflict Resolution.

Eight Mokhotlong Community Councillors and Mokhotlong Town Clerk actively participated in the workshop. As indicated on the attached participants' lists (**Annex B**) two female councillors, six male' councillors and one female Mokhotlong Town Clerk participated in the training. The six Ministry of Gender and Youth staff (three females and four males) that attended the workshop their main role was also to assist with workshop logistics and administrative issues. The workshop was held at Youth Resource Centre, Mokhotlong.

BACKGROUND

Mokhotlong Urban council is situated within Mokhotlong Town in Matamong village. Mokhotlong is a district of Lesotho. Mokhotlong is one of the poorest and most remote areas of Lesotho. It is mostly rural.

Mokhotlong Urban Council is one of the chosen Centres of Excellence (COE) councils in Lesotho. Stage IV is a follow up stage I (management meeting), stage II (situational analysis), and stage III (SADC Protocol) that took place in September and October 2012. In September 2012 Gender Links (GL) in collaboration with MGYSR held stage I and II which aims to obtain Mokhotlong Urban Council buy-in and promote ownership of COE activities and initiates. Both political and management teams of Mokhotlong Council welcomed CEO process, and indicated that they would like to mainstream gender issues and concerns in their development planning. At that juncture, Gender Links in collaboration with MGYSR undertook the gender audit of the council (situational analysis), administered Monitoring and Evaluation (M and E) tools including the local government score card.

In October 2012 PDGO Mokhotlong held (stage III) a community meeting with council representatives and key stakeholders on the provisions of the SADC Protocol on Gender at YRC Mokhotlong. Citizen score card on the SADC Protocol on Gender and Development; and SADC Quiz were administered. In nutshell, Mokhotlong urban council community members and the councillors were informed and empowered around the SADC Protocol on Gender and Development through the village level one-day workshop.

Thus, the council was introduced to stage one (Management Meeting), stage two (Situational Analysis) and stage three (SADC Protocol village meeting).

Stage IV workshop

As already mentioned a one and half day Stage IV workshop, was held at YRC Mokhotlong from the 5th -6th March 2013.

OBJECTIVES

The objectives of stage IV were as follows:

- To provide foundation concepts on sex, gender and gender stereotypes.
- To relate these concepts to the work of Mokhotlong Urban Council
- To inspire leadership for the process of change ahead through a discussion on transformative leadership.
- To relates all these concepts to the conflict resolution at the local level, especially the conflict that arises because of the change.

PROCESSES OR ACTIVITIES

DAY ONE

Stage IV, Inception Workshop program was facilitated within one and half days. The training started with a prayer, and registration of participants. Participants then stated their workshop expectations and set the ground rules which include punctuality, and respect that was expected to be demonstrated by all participants. Thereafter above – mentioned objectives of the workshop were unambiguously stated (**refer to Annex A**).

Key gender concepts

This was followed by the exercise sex and gender, and sex and gender roles. The exercises and the discussions enabled the councillors to define and differentiate sex and gender, and sex and gender roles. They clearly understood that sex describes the biological difference between men and women and cannot be changed such as men produce sperm and women become pregnant and bear children. Gender describes the socially constructed differences between men and women which can change over time which vary within a given society from one society to the next. Gender relations, gender equality and gender mainstreaming was also discussed and the concepts were clearly defined. This was followed by discussion on stereotypes and how stereotypes are reinforced. Participants were divided in groups of three, and all groups brainstormed and came up with examples on how stereotypes are conveyed in our society through songs, custom and culture and advertising.

Discussions

Participants strongly believed education is one of the strategies that could be used to get rid of stereotypes that belittle women. It is crucial to target media, educate the media houses about gender equality and gender mainstreaming, and gender stereotypes. They strongly believed that if media houses could embrace women, most of the people will also embrace and respect women since a lot of people influenced negatively or positively by the media.

This was followed by discussion on gender, governance and transformative leadership.

Gender, governance and transformative leadership

Gender and Governance

Participants were also introduced to the following concepts: gender and governance. Participants realised importance of encouraging women and men to equally participate in decision-making at all level of governance. Discussion also focused on the strategies that were/are being implemented by the government of Lesotho to ensure that women and men participate in decision-making to influence positive transformation such as 30% quota system and 1/3 special sits reserved for women. In nutshell, councillors were encouraged to equally participate in decision-making.

Discussions

Participants maintained that some of Basotho cultural beliefs and practices impede women to fully participate in decision-making, despite the fact that in recent times Lesotho as a country is using quota system to increase number of women in decision- making. According to the Basotho customs and practices women are considered as minors and that make it difficult to fully participate in decision-making. Participants further acknowledged that even in their council meeting men are more vocal than women.

DAY TWO

Conflict Resolution

Last second day of the workshop aims to enable participants to acquire conflict management skills and engagement of women in conflict. The session also aims to encourage participants to include women in conflict management resolution. The following key conflict concepts were comprehensively defined and explain: 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 the key components of conflict resolution include information, interaction, interest, impartiality and finally innovation.

Discussions

It was evident that one of the councillors' roles in their communities is to resolve conflicts in their communities as they arise. Conflicts within their communities are caused mainly by issues such as land issues, range management, shared/ scarce resources.

It was through the discussion that I learnt it is normally male councillors that intervene in conflict resolutions. The councillors mentioned that according to Basotho culture men are the ones who are expected to intervene when conflicts arise. The conflict resolution session assisted the participants to realise that they need to mainstream gender in development planning; both female and male councillors need to participate in conflict resolution activities. The session also enabled participants to enhance their conflict resolution skills.

Outcomes

The following are the outcomes of the workshop:

- Mokhotlong Urban Councillors/participants fully comprehended the difference between sex and gender, and have reconnoitred the source of gender stereotypes and their implications for the society and the work of the council.
- The participants understood how gender and governance at local level are linked.
- Participants were able to identify and share kinds of conflicts they encounter on their daily work at local level. They also identified causes of conflict and fully understood the role that both women and men play in conflict resolution.

Conclusions

The above-mentioned objectives of the training were fully achieved, and through discussions and opinions sharing it was apparent that members of the Mokhotlong Urban Council gained knowledge and skills on how to mainstream gender issues and concerns into their development planning. The workshop enabled the councillors to become aware of the impact of gender issues and concerns on their daily work. They also realised that it is imperative to empower women and allow them to participate equally in development and decision-making.

Way forward and recommendations

The councillors will continue to disseminate the message to the communities during their meetings and public gatherings. In the afternoon, on the 6th March 2013 stage five (Action Planning) workshop commenced.

Annex A:

PROGRAMME

STAGE FOUR: INCEPTION WORKSHOP

MOKHOTLONG URBAN COUNCIL

5TH -6TH MARCH 2013

MOKHOTLONG

DAY/TIME	ACTIVITY	TIME	WHO
DAY ONE:			
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	15 min	PDGO
Key gender concepts			
9:00 – 10:30	Sex and gender	1 hr 30 min	PDGO
10:30 – 11.00	<i>TEA</i>		
11.00-13.00	Group work on stereotypes	2 hours	Participants
	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/ PDGO
	Report back		Participants
15.30 -16.00	<i>TEA</i>		
16.00- 16:30	Plenary discussions	30 min	
DAY TWO:			
Conflict resolution			
8.30 – 9.00	Eyes and ears, recap		Councillor
9.00 – 10:30	What is conflict? Conflict at the local level	1 hr 30 min	PDGO
10.30-11.00	<i>TEA</i>	30 min	
11.00 – 12.30	Resolving conflict	1 hour	PDGO
12.30-13.00	CLOSURE	30 min	Council Chairperson

Annex B

PARTICIPANTS LIST

NAME	SEX F/M	ORGANISATION	DESIGNATION	PHONE
1. Abinyane Tsilo	M	Mokhotlong Urban Council	Councillor	63618905
2. Sebala Makhahla	M	Mokhotlong Urban Council	Councillor	57172777
3. Malitsoanelo Mbhele	F	Mokhotlong Urban Council	Councillor	57583662
4. Karabo None	M	Mokhotlong Urban Council	Councillor	63271451
5. Thabo Ketheng	M	Mokhotlong Urban Council	Councillor	59899983
6. Ntho Ntiise	M	Mokhotlong Urban Council	Councillor	64015422
7. Bojoalo Lebitsa	F	Mokhotlong Urban Council	Councillor	63718454
8. Motjotji Likhale	M	Mokhotlong Urban Council	Councillor	59105867
9. Nteseleng Mokete	F	Mokhotlong Urban Council	Social Worker Volunteer	63630569
10. Nkhabu	F	Mokhotlong Urban Council		58916650
11. Malerotholi Rampa	F	MGYSR	Social Worker Volunteer	64304878
12. Lenyele	M	MGYSR	General Assistance	63087244
13. Thato Molomo	F	MGYSR	PDGO	58811257
14. Mosiuoa Pholo	M	MGYSR	Sports Officer	63290149
15. Bonny Mosola	M	MGYSR	Driver	62321120
16. N. Sopeng	F	MGYSR	General Assistant	63900150
17. Thabo Rajane	M	MGYSR	SIYB	63949464

GENDER DISAGGREGATION

Participants	Male	Female
	10	7
100%	58.8%	41.2%

Annex C

EVALUATION FORM
Date: 5-6th March 2013
Venue: Youth Resource Centre, Mokhotlong

	SCORE OUT OF TEN
1. PROGRAMME DESIGN	93%
2. PROGRAMME CONTENT	99%
3. DOCUMENTATION	96%
4. FACILITATION	89%
5. GROUP WORK	99%
6. OUTPUTS	87%
7. OUTCOMES AND FOLLOW UP PLANS	79%
8. LEARNING OPPORTUNITY	97%
9. NETWORKING OPPORTUNITY	91%
10. ADMINISTRATIVE ARRANGEMENTS	96%
11. OVERALL	93%

GENERAL COMMENTS

Sessions found most useful and why

- Gender and governance because we learnt that it is crucial for both women and men to equally participate in decision-making at all levels, and participate in development of their communities and country.

Sessions found least useful and why

- None

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

- By conducting public gatherings and trainings and inform communities about gender issues and how to mainstream gender into development planning.

Any other comments

- The workshop was very informative and assisted them how to mainstreaming gender in development planning.
- The councillors indicated that they will share the information with the communities
- They also indicated that there is a need for stakeholders to influence Ministry of Education to incorporate gender issues in their curriculum so that gender issues could be taught from primary school level.