

## REPORT

### CENTRES OF EXCELLENCE STAGE FOUR REPORT



**Country** : Lesotho  
**COE** : Ntsupe Council  
**District** : Qacha's Nek  
**Dates** : 28<sup>th</sup> -29<sup>th</sup> July 2014  
**Venue** : Ntsupe Council offices  
**STAGE** : FOUR



TABLE OF CONTENTS		PAGES
Executive summary		3
Background information		3
Objectives		3
Process/activities		4-5
Outcomes		5
Conclusions		5
Way forward		6
Annexes		7-8
	• Annex A	<i>Programme</i>
	• Annex B	<i>Participants list</i>

## **EXECUTIVE SUMMARY**

This report details the provision of information about the inception workshop on gender mainstreaming at Ntsupe Community Council. The workshop was held on from the 28<sup>th</sup> to the 29<sup>th</sup> July 2014 and it ran for one and half days. The workshop aimed to train the councilors on how to mainstream gender in local government and to equip local government personnel with background on gender. The stage 4 workshop was a follow up on the stages 1 and 2 that were done in February 2014. The new COE training manual was used as a guide throughout the training.

### **Background**

Ntsupe council is found in the district of Qacha's Nek, one of the remote districts of Lesotho south of the country. It is one of the councils which has been combined with other councils and it has a very high number of councilors with twenty nine councilors, 14 of which are women and 15 men. The buy- in took place in February 2014. There were 30 participants who attended the workshop, which included 16 women and 14 men (**see annex B**). The workshop was conducted for one and half days, from the 28<sup>th</sup> – 29<sup>th</sup> July 2014. The new COE training manual on gender mainstreaming in local government was used as a guide throughout the entire workshop.

The participants also completed evaluation at the end of the workshop in order to assess the importance and the value of workshop. **Annex C**.

## **OBJECTIVES OF THE INCEPTION WORKSHOP**

- To provide foundation concepts on sex, gender and gender stereotypes and relate these concepts to the work of Urban Council
- 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

## **PROCESSES AND ACTIVITIES**

The programme was spread to cover one and half days, of which facilitators were tasked to deal with different modules in facilitating the discussions with the participants (See **Annex A**). The whole process was designed with the purpose of enabling engagement and active participation of all in order to share learning from one another. The participants were also introduced to SADC protocol on Gender and Development as the basis for the COE process.

## Key Gender concepts

The Key gender concepts topic was introduced by giving the participants cards with different roles, activities and occupations. These cards were placed on the wall under titles boy/man and girl/woman. Most of the councilors were already aware that the jobs can be swapped with the exception of a few that still remains the work of women or men only in their villages. Then the term sex was defined as the biological differences between men and women. This biological differences are acquired from birth while others develop over time. Usually the community uses the sex as a basis for allocating work for males and females. Most women are expected to do mostly the reproductive work and community managing, while men do mostly productive and community politics. Then Gender was defined as the socially constructed differences between men and women, which can change over time and which vary within a given society from one society to the next. Unlike sex, gender is socially constituted and is dynamic, they are shaped through history of social relations and interactions. They vary over time and place and between different groups of people. Finally the term Gender equality was defined as empowering women to claim their equal status with men, as well as changing the attitudes of men to be able to appreciate that gender equality is in everyone's best interests whether in the home, the community or the nation as a whole. The participants pointed out that culture is a stumbling block in our country that prevent most of Basotho to practice gender equality in families and at village level and it was concluded that community should be trained on gender issues and culture to convince them that gender cannot at any given time destroy our culture. Thus, gender stereotypes would be lessened in the country.

## Gender Stereotypes

Gender stereotypes were defined as socially constructed beliefs about men and women. They are constructed through sayings, songs, proverbs, the media, religion, custom, education, drama and advertising. The participants were then divided into groups and to come up with examples of how stereotypes are conveyed in their society through all these different constructions. The exercise made the participants to realize how the different stereotypes are a stumbling block to gender equality. They cited religion as one of the reasons why most women will always not want to lead the public affairs because according to the bible women are supposed to be the leaders but the followers.



## Gender and Governance

Gender and Governance was another intriguing topic which was done. Good governance was described by being inclusive; that is the government which considers the needs of women and men equally, as well as protecting their rights and empowering marginalized groups. Furthermore,

the features of good governance were outlined as follows: access, participation and transformation; each feature was linked to the contribution of women in government. The participants showed that good governance includes participation of women, that is, women should take part in large number and they should be given equal opportunities like men; it should also include access and transformation considering the side of women, for they should be given chances to bring some changes that affect the government and be included in large number in parliament.

They further commended that good governance should include all people in the country as they stipulated that disabled people should have representatives in decision-making bodies so that their needs can be addressed unlike in the case whereby decisions are made only by able-bodied people who do not think of the needs for the disabled. For instance, they made an example of the way community councils buildings have been structured, that people with wheelchairs cannot access them because they are steep.

The participants substantiated their gratification about the session by stating that it had dawned on them what is required from a good leader, and that they would have to go under self-examination to see whether they have all the features; they also said the topic had made them aware that even in their lives in general they should not elect a leader without looking whether that person has qualities of being a good leader.

### **Conflict Resolution**

Conflict resolution was discussed with the view of examining the kinds of conflicts that the councilors usually deal with in their work. In groups of two they looked at the seven areas of their work and came up with the types of conflicts that usually arise and they stated the measures that they follow in resolving those conflicts and to state how they include gender in conflict resolution. The councilors stipulated that people who are in charge for resolving conflicts should not be bias, they should try by all means to create peace between the two parties. For this topic, the participants performed a drama whereby the chief has to resolve the conflicts between his people and it was perfectly done within that short period of time given. It also included oral presentation whereby participants were asked questions and provided immediate answers. Participants showed that leaders sometimes are the ones fueling conflicts in their villages because some of them like bribery; they only enjoy money instead of finding out the root causes; therefore, they suggested that there should be a training for chiefs on conflict resolution as conflicts lead to death in some places because they include fighting.



Discussions concentrated on the way courts of law delay to deal with cases, and therefore they also contribute to conflicts because people stay together without having their quarrel solved. The participants also stated that the fact that people are granted bails, this does not bring satisfaction to the complainants because they feel justice was not applied on them. They suggested that hard measures should be taken against those who violate others rights and the judiciary should ensure that there is a rule of law and justice in practicality.

## **OUTCOMES**

The participants have a thorough understanding of gender concepts and the distinction between gender and sex. They also have deeper understanding of transformative leadership. They feel they can resolve conflicts at the local level with ease now that they have acquired the skills of conflict resolution, as well as qualities that they need to have as community leaders.

## **Conclusions**

It can therefore be concluded that mainstreaming gender in local government activities has proven to be a good idea. The participants maintained that they had always overlooked including gender equality in their activities and this is going to change.

## **Way forward and recommendations**

The councilors will continue to further disseminate the message to the communities during their electoral division meetings. Stage 5 workshop will follow immediately after lunch.

**Annex A:**

**PROGRAMME**

**STAGE FOUR: INCEPTION WORKSHOP**

**NTSUPE COUNCIL**

**28<sup>TH</sup> -29<sup>TH</sup> JULY 2014**

<b>DAY/TIME</b>	<b>ACTIVITY</b>	<b>TIME</b>	<b>WHO</b>
<b>DAY ONE:</b>			
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	GL
<b>Key gender concepts</b>			
9:00 – 10:30	Sex and gender	1 hr 30 min	GL& Participants
10:30 – 11.00	<i>TEA</i>	30 min	All
11.00-11.30	Group work on stereotypes	30 min	Participants
11.30-13.00	Report back	1hr 30 min	Participants
13.00-14.00	<i>Lunch</i>	1 hr	All
<b>Gender, governance and transformative leadership</b>			
14.00- 14.30	Access, participation, transformative leadership Group work (role plays)	30 min	GL and Participants
14:30-15:30	Report back	1hr	Participants
15.30- 16:00	Plenary discussions	30 min	GL &Participants
<b>DAY TWO:</b>			
<b>Conflict resolution</b>			
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	GL Officer & participants
10.30-11.00	<i>TEA</i>	30 min	
11.00 – 13.00	Resolving conflict	2 hour	GL Officer & Participants
13.00-14.00	<i>Lunch</i>	1 hour	All

**ANNEX B  
PARTICIPANTS' LIST**

<b>NAME</b>	<b>SEX F/M</b>	<b>ORGANISATION</b>	<b>DESIGNATION</b>	<b>PHONE</b>
1. Manjosi Eleke	F	Nts'upe Council	Councillor	63642070
2. Kali Phatela	M	Nts'upe Council	Councillor	59109661
3. Mants'eliseng Mofolo	F	Nts'upe Council	Councillor	63616537
4. Matsepo Mofubets'oana	F	Nts'upe Council	Councillor	63305642
5. Mants'ane Taunyane	F	Nts'upe Council	Councillor	63776111
6. Mokhethi Mokhethi	M	Nts'upe Council	Councillor	57080278
7. Maitumeleleng Sehloho	F	Nts'upe Council	Councillor	59529896
8. Mamatseliso Makonyane	F	Nts'upe Council	Councillor	56144781
9. Mamoneri Nkore	F	Nts'upe Council	Councillor	58143230
10. Realeboha Rapuleng	M	Nts'upe Council	Councillor	63168875
11. Tefo Lehakoe	M	Nts'upe Council	Councillor	57936537
12. Thabang Letele	M	Nts'upe Council	Councillor	56131899
13. Nothaemese Jonase	F	Nts'upe Council	Councillor	59206153
14. Mapoloko Mice	F	Nts'upe Council	Councillor	57767249
15. Maqoatho Hanese	F	Ntsupe Council	Councillor	64306036
16. Pali Hlothoane	M	Nts'upe Council	Councillor	63533388
17. Mmalle Letsie	M	Nts'upe Council	Councillor	57028367
18. Mokoto Ramoeletsi	F	Nts'upe Council	Councillor	67142129



19. Mathabang Mokatsa	F	Nts'upe Council	Councillor	59907776
20. Molengoa Molati	M	Nts'upe Council	Councillor	
21. Tsepo Moorosi	M	Nts'upe Council	Councillor	63945570
22. Leeto Mollo	M	Nts'upe Council	Councillor	62733161
23. Posholi Mokhachane	M	Nts'upe Council	Councillor	62777720
24. Makhola Lekhetho	M	Nts'upe Council	Councillor	57505860
25. Maphallang Hlohoane	F	Nts'upe	Councillor	67192795
26. Masekake Khetsi	F	Nts'upe	Councillor	58049654
27. Sechaba Lebino	M	Nts'upe	Councillor	56700264
28. Tlai Tlai	M	Nts'upe	Councillor	59867710
29. Manthabeleng Mabetha	F	Gender Links	Country manager	22316755
30. Ntolo Lekau	F	Gender Links	Programme Officer	22316755

<b>GENDER DISAGGREGATION</b>		
<b>Participants</b>	<b>Male</b>	<b>Female</b>
<b>30</b>	<b>14</b>	<b>16</b>
<b>100%</b>	<b>47</b>	<b>53</b>

## **Annex C**

**EVALUATION FORM**  
**Date: 7-8<sup>th</sup> March 2013**  
**Venue: Qacha's Nek Urban Council**

	<b>SCORE OUT OF TEN</b>
1. PROGRAMME DESIGN	73%
2. PROGRAMME CONTENT	71%
3. DOCUMENTATION	88%
4. FACILITATION	75%
5. GROUP WORK	87%
6. OUTPUTS	72%
7. OUTCOMES AND FOLLOW UP PLANS	82%
8. LEARNING OPPORTUNITY	76%
9. NETWORKING OPPORTUNITY	70%
10. ADMINISTRATIVE ARRANGEMENTS	72%
11. OVERALL	77%

### **GENERAL COMMENTS**

#### **Sessions found most useful and why**

- Key gender concepts as it has helped participants to understand that roles should not be given based on sex.
- Conflict resolution as the participants are now in a position to apply the strategies that they have learned in resolving the conflict in their communities.

#### **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
- The councillors would like to have more refresher gender trainings.

