

## REPORT

### CENTRES OF EXCELLENCE STAGE FIVE REPORT



**Country** : Lesotho  
**COE** : Hleoheng Community Council  
**District** : Leribe  
**Dates** : 25<sup>th</sup> – 27<sup>th</sup> August 2015  
**Venue** : Hleoheng Council offices  
**STAGE** : FIVE





Ministry of Gender, Youth  
Sports and Recreation



Gender Links

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## **EXECUTIVE SUMMARY**

The report provides information on the workshop held at Hleoheng community council from 25<sup>th</sup> – 27<sup>th</sup> August 2015. The councillors were taken through stage five of the new COE manual. Stage five is an Action Planning workshop that aimed to enhance understanding of councillors on the following issues: practical and strategic gender needs, gender mainstreaming, gender blind and gender aware policies, gender disaggregated data, gender budgeting, the unwaged work of women, care work, gender and local economic development, strategies for local economic development, impact of climate change on gender, and the key GBV provisions in the SADC Protocol on Gender and Development.

Thirteen Hleoheng Community Councillors and two staff members actively participated in the workshop. As indicated on the attached participants' lists (**Annex B**) five female councillors, eight male' councillors and four staff members, two males and two females participated in the training. The workshop was held at Hleoheng community council offices.

## **BACKGROUND**

Hleoheng community Council is situated in Hleoheng village near Maputsoe town in the district of Leribe. It is one of the four councils that have accepted to become part of the Centres of Excellence in Leribe in 2015. Leribe is one of the districts with the largest number of community councils with 13, of which 8 are now part of the COE process.

Stage V is a follow up stage IV (Inception workshop) that took place from the 24<sup>th</sup> -25<sup>th</sup> August 2015. The inception workshop covered the following topics: key gender concepts, gender and governance and conflict resolution.

### **Stage V workshop**

As already mentioned a two and half days Stage V workshop, was held at Hleoheng council offices from the 25<sup>th</sup> -27<sup>th</sup> August 2015.

## **OBJECTIVES**

The objectives of stage IV were as follows:

- Progress from foundation gender concepts to gender planning concepts
- Identify key gender issues in all work of local government
- Build knowledge and skills in the key sector areas such as Local Development, Climate Change, HIV and AIDS, care and GBV
- Apply the knowledge gained to the development of an action plan for the council that is aligned to the SADC Protocol on Gender and Development
- Build gender into policy and practice at the local level.

## **PROCESSES OR ACTIVITIES**

### **DAY ONE**

Stage V, Action Planning Workshop was facilitated within two 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.

#### **Gender policy and planning concepts**

This was followed by the exercise on practical and strategic gender needs. Practical and strategic gender needs were clearly defined. Practical gender needs do not challenge the gender division of labour but they are a response to immediate perceived necessity, identified within a specific context whilst strategic gender needs challenge the women subordinate position in society to achieve equality. The participants also learnt about gender blind and gender aware policies. Gender aware policies recognise that women as well as men have an important role to play in their societies whilst gender blind policies do not differentiate between sexes and exclude women. Moreover, the discussion also focused on gender disaggregated data and budgeting.

#### ***Discussions***

Most of the participants mentioned that the session was very informative; as they realised in their daily work they need to promote equality, empower women and challenge women subordinate positions in their societies through mainstreaming gender issues and concerns into development planning. They also mentioned that they need to review their policies and regulations to ensure that they have gender aware policies in place. They also mentioned that their budgeting should advance gender equality, to ensure that existing resources benefit equally both men and women.



## DAY TWO

### GENDER AND ECONOMY

The exercise called 'The lie in the land' assisted participants to realise that although most of the women as compared to men spend most of their time doing multiple roles such as fetching water, gardening, harvesting the crops, caring for the sick & aged and cooking; such work is unwaged work. They also realised that the unwaged work of women is key to the development of the country as it is essential for all the work to continue in any given country.

#### *Discussions*

The councillors believed that the fact that women are the ones that are mostly involved in unpaid work is unfair; therefore unpaid work of women such as care work should be remunerated. Lesotho should draw care work policies (gender aware policies), and such policies should be effectively implemented. Participants also mentioned that the council should encourage equal involvement of men in care work/ home based care.

#### **Local economic development**

The relevance of SADC Protocol provisions on reproductive resources and employment were clearly reflected. To enrich understanding of participants on community productive resources and employment the 'WAKE UP model exercise' was utilised. Participants were divided into groups to identify the products made or services offered by women in their communities; how those products or services benefit the greater communities; if local government should be assisting women who produce or provide these types of services; and what kind of support they think local councils should give women.



The concept local economic development was well-defined. Participants also identified the barriers to women economic participation and the strategies that the council could implement to address the identified barriers and advance women's participation at the local level.

#### *Discussions*

The participants mentioned that women economic participation is minimal because they do not have adequate skills or experience to run projects or businesses, they have little or no funding and they are still unable to access funding from the banking institutions, as financial sectors still discriminate against women when they apply for funding. Therefore there is a need to overcome barriers to women economic development and offer business training to women who are interested in business.



### **Sustainable development (climate change)**

The concepts climate change and sustainable development were evidently defined. Examples of climate change occurrences and causes of climate change were identified. The discussion also focused on the impact of climate change in Southern Africa such as constrained agricultural production, increasing food crises, changing weather and rainfall patterns, prolonged droughts and increasing water stress. The discussions also explained how climate change is a gender issue and ways of addressing climate change.

### ***Discussions***

The discussions clearly demonstrated that participants grasped that climate is a gender issues, and that women are more vulnerable to the effects of climate change as women constituent the majority of the poor and rely on natural resources. For instance the destroying of nearby forests and dried up rivers force women and girls to walk long distances to fetch water and firewood and could expose them to the risk of being attacked and raped. Therefore the councillors mentioned that there is a need to inform communities about climate change, their impact and how it could be addressed.

## **DAY THREE**

### **Gender Based violence**

Last third day of the workshop aimed to enhance participants understanding of SADC Gender protocol provisions on gender based violence (GBV). The councillors discussed the protocol provisions, and analysed how the provisions are relevant to their council. Discussions also addressed areas such as if GBV is an issue for Hleoheng community Council; what programmes have been embarked to address GBV.

### ***Discussions***

Throughout their discussions it was evident that the councillors work closely with local authorities such as police to address and deal with incidences of GBV. Councillors also mentioned that their action plan will be gender aware and gender sensitive. They also stated that social inclusion programmes and sensitizing communities about GBV prevention and human rights would curb incidences of GBV in their communities.



### **Local Gender Action Plan**

The gender action plan was developed by the councillors. They all agreed that it is very important to put the action plan into practice as this will help them in mainstreaming gender into their council activities.

### **OUTCOMES**

The following are the outcomes of the workshop:

- Hleoheng community Councillors understand the various types of institutional mechanisms for promoting gender equality; their advantages and disadvantages; and how they form part of a Gender Management System (GMS).
- The participants understood the importance of gender budgeting and were shown practical steps on how to have a gender sensitive budget.
- Participants can identify care work issues and integrate care work into the councils' programmes.
- Participants can identify and implement strategies for addressing gender concerns throughout the Local Economic Development processes.
- Local government stakeholders can identify and address the different needs and priorities of women and men around issues of climate change.
- Councillors understand why gender based violence should be addressed at the local level and what the role of local government is in addressing GBV.

### **CONCLUSIONS**

The above mentioned objectives of the training were fully achieved, and through discussions and opinion sharing it was apparent that members of the Hleoheng community Council gained knowledge and skills on how to mainstream gender issues and concerns into their development planning. The workshop enabled the councillors 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 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. They will continue to implement the action plan that they have made for their council. They urged Gender Links to regularly visit them so as to guide them in their implementation.

**PROGRAMME**

**STAGE FIVE: ACTION PLANNING WORKSHOP**

**HLEOHENG COMMUNITY COUNCIL**

**25<sup>TH</sup> -27<sup>TH</sup> AUGUST 2015**

<b>DAY/TIME</b>	<b>ACTIVITY</b>	<b>TIME</b>	<b>WHO</b>
<b>DAY ONE:</b>			
14:00 – 14:30	Registration	30 min	Participants
14:30 – 14:45	Opening	15 min	Chairperson of the Council
14:45 – 15:00	Introductions and objectives Expectations from participants To develop guidelines of participation Eyes and Ears	15 min	CM
<b>Gender Policy and planning concepts</b>			
15:00 – 16:30	Practical and strategic gender needs Gender mainstreaming Gender Blind and Gender aware policies Gender disaggregated data Gender budgeting	1 hr 30 min	CM & Participants
16:30 – 17:00	<i>Plenary discussions</i>	30 minutes	All participants
<b>DAY TWO:</b>			
<b>Gender and the economy</b>			
8.30 – 9.00	Eyes and ears, recap	30 minutes	Councillor
9.00 – 10:30	The unwaged work of women/ care work	1 hr 30 min	CM & Participants
10.30-11.00	<b>TEA</b>	30 minutes	
<b>Local Economic Development</b>			
11.00 – 13.00	Gender and local economic development Strategies for local economic development	2 hours	CM & Participants
13.00 – 14:00	<b>LUNCH</b>	1 hour	
<b>Sustainable Development (climate change)</b>			
14:00 – 16:30	Definitions/background Impact of Climate change on gender	2 hr 30 min	PO & Participants
<b>DAY THREE</b>			
8:00- 8:30	Eyes and ears, recap	30 min	Councillor
<b>Gender Based Violence</b>			
8:30 -10:45	Key GBV provisions in the SADC Protocol on Gender and development GBV as a key service delivery issue	2 hr 15 min	CM & Participants
10:45 -11:00	Break	15 min	



<b>DAY/TIME</b>	<b>ACTIVITY</b>	<b>TIME</b>	<b>WHO</b>
11:00 – 13:00	Gender Action Plan	2 hrs	CM, PO & Participants
13:00- 14:00	<b>LUNCH</b>	1 hr	ALL
14:00-15:00	Gender Action Plan continued	1 hr	CM, PO & Participants
15:00-15:30	<b>WAY FORWARD AND CLOSURE</b>	30 min	CM, PO & Participants

## Annex B

### PARTICIPANTS LIST

NAME	SEX F/M	ORGANISATION	DESIGNATION	PHONE
1. Maliepollo Makhetha	F	Hleoheng Council	Councillor	64046779
2. Ramohapi Ramosoeru	M	Hleoheng Council	Councillor	59660163
3. Bothata Makhetha	M	Hleoheng Council	Councillor	57147962
4. Mamothimkulu Nyamane	F	Hleoheng Council	Councillor	65003631
5. Lebohang Mazisa	M	Hleoheng Council	Councillor	57411709
6. Ben Matasane	M	Hleoheng Council	Councillor	58441755
7. Masekese Taeli	F	Hleoheng Council	Councillor	57420319
8. Matomela Mokhethi	M	Hleoheng Council	Councillor	59670043
9. Thoriso Sekoli	M	Hleoheng Council	Councillor	58072989
10. Mabafokeng Matsela	F	Hleoheng Council	Councillor	57503602
11. Lerole Tlali	M	Hleoheng Council	Councillor	59740695
12. Maletsabisa Molapo	F	Hleoheng Council	Councillor	59656524
13. Pitso Nkhekhe	M	Hleoheng Council	Councillor	67940428
14. Mothibeli Khooa	M	Hleoheng Council	AAO	62132048
15. Mamontseng Sello	F	Hleoheng Council	CCS	58795626
16. Tiisetso Litelu	M	Hleoheng Council	Messenger	50848639
17. Ntsoaki Pitso	F	Hleoheng Council	Accounts Clerk	63571988
18. Mathabo Ramollo	F	MGYSR	PDGO	63009220
19. Ntolo Lekau	F	GL	PO	63780628
20. Manteboheleng Mabetha	F	GL	CM	62932306

### GENDER DISAGGREGATION

Participants	Male	Female
	<b>10</b>	<b>10</b>
<b>100%</b>	<b>50%</b>	<b>50%</b>

