

REPORT
CENTRES OF EXCELLENCE IN GENDER MAINSTREAMING
IN LOCAL GOVERNMENT
STAGE FIVE WORKSHOP REPORT

Country: Madagascar

District: Urban Council of Ambatondrazaka, Alaotra Mangoro Region

Date: 28-29 June 2011

Venue: Urban Council of Ambatondrazaka



Participants from Ambatondrazaka Council

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Executive Summary

This document is a report on the proceedings of the Centers of Excellence for Gender Mainstreaming in local Government stage five, held on 28th to 29th June 2011 at the urban council of Ambatondrazaka, Madagascar. This workshop gathered council's representatives and members of local civil society.

The purposes of the program were to:

- Build the capacity of Council, management, stakeholders and community to understand the importance of establishing a communal budget which takes into account men as well as women's needs.
- Improve the existing budget in detail so that everyone in the Council may benefit from it.
- Discuss about the problematic of mainstreaming gender issue in the current budget.
- Highlight the importance of good communication skills for the smooth running of information and message in external and internal levels.
- Consider the techniques and strategies of communication to be adopted for conveying clear but complete message through the "Broken communication" tool.
- Explore the roles that are assigned to women and men in society and how they are portrayed in the media.
- Discuss about the roles of journalists and the media in gender promotion.
- Explore the Internet and the ways to exploit it as a communication tool (Yahoo Mail and Facebook)

See the full workshop programme attached at **Annex A**.

This two days workshop was attended by a range of council officials, members of local civil society, councillors and stakeholder representatives, in total 19 participants (6 men and 13 women); see **Annex B** for the full workshop participants list.

The participants evaluated the workshop as having been an interesting and enlightening one.

A summarised version of the evaluation forms is attached as **Annex C**.

An extract of the councils' 2011 budgets can also be found in **Annex D**.

Background

In 2003, GL undertook the first comprehensive study of the impact of women in politics in Southern Africa. One of the key findings of "*Ringing up the Changes, Gender in Politics in Southern Africa*" was that local government is a sadly neglected area of the gender and governance discourse. Taking heed of this finding, GL conducted groundbreaking research in 2006/2007, *At the Coalface, Gender and Local Government* covering South Africa, Lesotho, Mauritius and Namibia.

A key finding of this study was that few practical steps have been taken to mainstream gender in this tier of government or to build the capacity of councillors to lead this process. The study has since been extended to nine countries. In terms of process, once the research reports have been written up, GL hosts launch and strategy workshops in the respective countries with key stakeholders and partners, ideally the local government associations of that particular country to map out a way forward of how to roll out the strategy and host Gender and GBV action plan workshops. The launches are then followed by Gender and GBV action plan workshops that are held at a provincial, regional or district, level to ensure that all councils have gender action plans.

In 2009, GL embarked on a study in Zimbabwe on women's representation and participation in local government to assess the conditions necessary to increase the representation of women in local government in Southern Africa, and to ensure their effective participation.

In March 2010 GL convened the first Gender Justice and Local Government Summit and Awards to gather evidence of institutional and individual initiatives to empower women and end gender violence. The recommendations of this event informed the need for councils to become Centres of Excellence for Gender Mainstreaming in Local Government to ensure that Councils have the necessary and support to address issues of gender across all spheres.

Process and activities

That workshop was the last leg of the Centres of Excellence of Gender Mainstreaming in Local Government for the council. The participants were numerous to attend the workshop. It brought together mayors, counsellors, stakeholder representatives, members of local civil society, and some members of local associations.

Welcome and opening

The GL country facilitator, Ialfine PAPISY welcomed all the participants and particularly the gender champions of the council. The workshop was officially opened by the chief of technical service of the council, ANDRIAMIARISOA Roger. He especially thanked GL for its initiatives to share know-how and experience and insisted on the fact that they would make the necessary efforts to apply as far as possible GL's recommendations. He also made a brief report on what has already been achieved concerning the implementation of the Action Plans for the council. It is worth saying that the process of gender mainstreaming in this COE is on the right track.

Closing

GL's Madagascar country facilitator shared and closed the workshop. She thanked all the participants for their active participation in the hope that all of them benefited from it. After, a representative from the council gave a speech in order to thank GL and to summarize what all the participants have acquired throughout the workshop.

Process and activities

STAGE 5

This was Gender Link's last leg of COE which dealt with Gender, the Economic and Budget, Media Literacy and capacity building in many ways. But GL will continue giving capacity and skills development when Action Plans are popularized and implemented.

➤ Gender, the Economic and Budget

This session is very important; because in order to achieve gender equality and women empowerment, council's budget should take into consideration women and men's needs. Factually, the main objective of this work is to make the participants realize that at a point, a part of council's budget favour men and put women in the gap. This was actually the case for the rural council of Ambatondrazaka. In fact, men are more numerous than women in the staff of the council. In consequence, men's needs and opinions tend to be favoured than women's. For instance during meetings, women have rarely their say concerning important issues.

✓ Gaps

The results of the budget analysis revealed that money allocated to social matters is unclear or insignificant; the major part of the budget are devoted to infrastructure building (road infrastructure, rehabilitation and administrative expenses). In addition, indemnities are unequally shared because during missions, it is always men who are encouraged to go.

✓ Problematic arisen from discussion

-There are not yet infrastructures which consider women's issue.

-If we want to promote gender equality, we should work first on mentality and revise traditions and customs.

-All members of the council's staff should have an indemnity of lodging (At the present time, only the mayor has an indemnity of lodging)

✓ Recommendations

- Women candidatures should be encouraged when there are recruitments
- Women and girls should be more encouraged to practice sport or other activities to avoid prostitution.
- There should be leisure activities which involve girls and women.
- Women need to be more united each other to have a synergy in the different works undertaken.

➤ **Communication**

The communication session has the objective to make the participants understand the importance of communication techniques and strategies. A group work was organized, taking the case of the director who must dismiss half of his employees. After this program, the participants were convinced that a good communication skill is a must for the smooth running of information in the council. From then on, they are able to convey clear, complete and unambiguous information or message.

Challenges

- Resources.
- Women empowerment.
- Education.
- Computer skills.

Way forward

- Gender Links to do follow-up workshops.
- Assistance in action plan implementation.
- Involve the regional councils in Gender Links activities.
- Hold on-going awareness campaigns.

Outputs

- Ambatondrazaka Council, stakeholders and Community members have completed all stages of the COE process: stage 1 to 6.
- The participants are more aware of the stakes of conveying messages through the media.
- Council have a better understanding of all stages for better implementation.
- Council now can popularise the roll out of Action Plans of the COE smoothly.
- Council has prioritised their Plan of Action.
- All the participants have opened an e-mail address and a Facebook account to communicate better with institutions. They also have the ability to search information on Internet

Annex A: Workshop program

Workshop program stage 5 Centre of Excellence

Date: 28 June – 29 June 2011

Duration: 8:30 – 17: 00

Venue: CU Ambatondrazaka

| Hour | Activities | Who |
|------------------------|---|-----|
| Tuesday 28 June 2011 | | |
| 8:00 – 8: 30 | Registration | IP |
| 8: 30 – 8: 45 | Opening official | IP |
| 8:45- 10:00 | Gender, the economy and budget | IP |
| 10h- 10h30 | T/BREAK | |
| 10:30-12:30 | Gender, the economy and budget (next) Communication for women leaders | IP |
| 12:30-14:00 | Lunch | |
| 14:00-16:00 | Communication for women leaders Media literacy, media monitoring | IP |
| 16:00- 16:15 | T/BREAK | |
| 16:15- 17:00 | Media literacy (next) | |
| Wednesday 29 June 2011 | | |
| 9:00 -10:30 | New technologies of Information and Communication (what is Internet, how to create a yahoo or Gmail account? How to attach a document or photos while sending an e-mail?) | GL |
| 10:30-10:45 | T/BREAK | |
| 10:45-12:30 | Google and research on Internet | GL |
| 12:30– 14:00 | Lunch | |
| 14:00-16:00 | How to create a Facebook account | GL |
| 16:00-16:15 | | |
| 16:15-17:00 | Evaluation | GL |

Annex B: Participant's list



Stage 5 Workshop
Country: Madagascar
Venue: CU Ambatondrazaka
Date: 28-29 June 2011

ATTENDANCE LIST

| N° | NAMES | SEX | ORGANIZATION/ MUNICIPALITY | DESIGNATION | TELEPHONE | E mail |
|----|----------------------------|-----|-------------------------------|----------------------------|--------------------------------|--|
| 1 | RANDRIANARIMANANA André | M | CU Ambatondrazaka | Civil Society | 033 04 600 39 | randrianarimananaandre@yahoo.fr |
| 2 | RAFANOMEZANTSOA Falimanana | M | CU Ambatondrazaka | Civil Society | 033 29 809 69 | falimananarafanomezantsoa@yahoo.fr |
| 3 | RAKOTO Albert Jacky | M | CU ambatondrazaka | Civil Society | 034 37 926 29 | jrakotoalbert@yahoo.fr |
| 4 | RAKOTOMALALA Mbolatiana | M | CU Ambatondrazaka | Civil Society | 034 18 090 74 | petitpanda@yahoo.fr |
| 5 | RAZANAMALALA Florine | F | CU Ambatondrazaka | Civil Society | 033 11 217 99 | florinerazanamalala@yahoo.fr |
| 6 | ANDRIAMIARISOA Roger | M | CU Ambatondrazaka | Chief of technical service | 032 43 103 22 | rogerandriamiarisoa@yahoo.fr |
| 7 | RASOARILALAO Rolentine | F | CU Ambatondrazaka | Local councillor | 033 11 614 14 034 18 348 08 | rolantinerasoarilalao@yahoo.fr |
| 8 | RAFIDIMANANA Louis Fidèl | M | CU Ambatondrazaka | President of Council | 033 14 559 40 | rafidimananalouisfelicite@yahoo.fr |

| N° | NAMES | SEX | ORGANIZATION/ MUNICIPALITY | DESIGNATION | TELEPHONE | E mail |
|----|---|-----|-------------------------------|--------------------|--------------------------------|--|
| 9 | RATOVOARIMANANA Zandrison- Né | M | CU Ambatondrazaka | General Secretary | 034 13 71 | zandrisonratovoarimanana@yahoo.fr |
| 10 | RASOAMANIRY | F | CU Ambatondrazaka | Local councillor | 033 14 960 41 | Rasoamaniry@gmail.com |
| 11 | ANDRIANIRINA Haja Patrick | M | CU Ambatondrazaka | Local councillor | 034 03 355 57 | Andrianirina_48@yahoo.fr |
| 12 | RAJOHARISON Alexis | M | CU Ambatondrazaka | collector | 0343730122 | rajoharison.alexis@yahoo.fr |
| 13 | RANDRIAMAROMANANA Jimmy Artur | M | CU Ambatondrazaka | Accountant | 034 64 860 46 | jimmyarturandriamanana@yahoo.fr |
| 14 | RASOARINORO Hanitriniaina Olivia | F | CU Ambatondrazaka | Chief of Fokontany | 034 69 765 79 | hanitriniaina1984@yahoo.fr |
| 15 | RANDRIHARIMANGANIAINA Christian Randriarimanga | M | CU Ambatondrazaka | Taxes | 034 15 355 22 | christianrandriharimanga@yahoo.fr |
| 16 | RASETANIRINA Rakotorahalaly Alfa | M | CU Ambatondrazaka | Councillor | 034 31 349 90 033 14 779 83 | alfarasetanirina@yahoo.fr |
| 17 | RAVOLARINORO Marguerite | F | Ambodimanga | Chief Fokontanty | 034 29 632 96 | ravolarinoromarguerite@yahoo.fr |
| 18 | ANDRIAMALALA Dera | M | CU Ambatondrazaka | Land officer | 034 12 800 91 | derahoby@yahoo.fr |
| 19 | Ialfine Papisy | F | Gender Links | Field officer | 034 29 665 61 | Ialfine_tracoulat@yahoo.fr |

Attendance statistics per sex

| | | |
|----------------|-----------|-------------|
| Females | 13 | 68% |
| Males | 6 | 32% |
| TOTAL | 19 | 100% |

Annex C: Summary of workshop Evaluations

EVALUATION FORM

Information Administratif

| | | | | | | |
|----------------------------|--|--|--|--|---|--|
| Sex | <input type="checkbox"/> Male 13 <input type="checkbox"/> Female 5 | | | | | |
| Country | Madagascar | | | | | |
| City/ Town/ Village | CU Ambatondrazaka | | | | | |
| Age Group | <input type="checkbox"/> 12 - 17 | <input type="checkbox"/> 18 -30 5 | <input type="checkbox"/> 31- 40 4 | <input type="checkbox"/> 41 – 50 4 | <input type="checkbox"/> 51 – 60 2 | <input type="checkbox"/> 60 + 3 |
| Education level | <input type="checkbox"/> Primary 1 | <input type="checkbox"/> Secondary 10 | <input type="checkbox"/> Tertiary 4 | <input type="checkbox"/> Vocational 3 | <input type="checkbox"/> Adult literacy | |

EVALUATION :

| | <u>EXCELLENT</u> | <u>GOOD</u> | <u>CORRECT</u> | <u>POOR</u> | <u>VERY POOR</u> |
|--|------------------|-------------|----------------|-------------|------------------|
| 1. PROGRAM DESIGNING | 10 | 7 | 1 | | |
| 2. PROGRAM CONTENTS | 10 | 7 | 1 | | |
| 3. DOCUMENTATION | 8 | 10 | | | |
| 4. FACILITATION | 8 | 6 | 4 | | |
| 5. GROUP WORK | 5 | 7 | 6 | | |
| 6. OUTPUTS | 3 | 10 | 5 | | |
| 7. OUTCOMES AND FOLLOW UP PLANS | 3 | 10 | 5 | | |
| 8. LEARNING OPPORTUNITIES | 5 | 8 | 5 | | |
| 9. NETWORKING OPPORTUNITIES | 3 | 7 | 8 | | |
| 10. ADMINISTRATIVE ARRANGEMENTS | 10 | 7 | 1 | | |

COMMENTS

1. What session did you found most useful? Why?

- Communication, Internet, Facebook
- The Internet because now I am very interested on it.
- The creation of E-mail address and Facebook account
- Facebook because now I am in contact with my friends
- The consideration of women and girls in the elaboration of communal budget. Before, women were not taken into account.
- Communication because it is really useful
- Communication and new technology

2. What session did you found least useful? Why?

- None

3. How would you apply what you have received during this workshop?

- Going to the Cyber
- Application and improvement of knowledge acquired during this training
- In the future elaboration of budget, we would be aware of the ways to involve men and women equally.
- In my professional life
- Reinforcement of capacities on the Internet and by communicating with my friends.
- I will apply what I have received in the fight against gender based violence.
- Use of E-mail address
- Try to obtain material
- To make practice from the theories
- I like the Internet and I use it everyday

Other comments?

- Continuation of training
- We demand that the training last one more day for better understanding
- The explications are very clear and we are still ready to deepen our knowledge
- Two days are too short to build our capacity
- Such training is always welcome
- Computer training should be classed as a whole stage.

Annex D: Summary of 2011 Budget

| DESIGNATION | AMOUNT Ar | % | F % | M % |
|------------------------------------|-----------------------|-------|--------|--------|
| <u>OPERATING BUDGET</u> | | | | |
| <u>PERSONNEL</u> | 324 153 000,00 | 61,74 | 30 | 70 |
| SALARY | 212 410 000,00 | 40,46 | | |
| Permanent personnel | 142 410 000,00 | 27,13 | 40 | 60 |
| Non Permanent personnel | 70 000 000,00 | 13,33 | 60 | 40 |
| Indemnities | 39 061 000,00 | 7,44 | | |
| Permanent personnel | 8 000 000,00 | 1,52 | 10 | 90 |
| Non Permanent personnel | 31 081 000,00 | 5,92 | 2 | 98 |
| Social charges | 72 682 000,00 | 13,84 | | |
| Cnaps | 16 758 500,00 | 3,19 | 60 | 40 |
| CRCM | 42 082 500,00 | 8,02 | 40 | 60 |
| CPR | 13 841 000,00 | 2,64 | 40 | 60 |
| | | - | | |
| <u>PURCHASE OF PROPERTY</u> | 69 500 000,00 | 13,24 | | |
| General functioning | 36 500 000,00 | 6,95 | | |
| Office supplies | 16 000 000,00 | 3,05 | 40 | 60 |
| Documents | 10 000 000,00 | 1,90 | 40 | 60 |
| Computer consumables | 4 000 000,00 | 0,76 | 40 | 60 |
| Maintenance | 500 000,00 | 0,10 | 40 | 60 |
| Diverse tools | 4 000 000,00 | 0,76 | | 100 |
| Clothing | 2 000 000,00 | 0,38 | 40 | 60 |
| | | - | | |

| | | | | |
|--|----------------------|-------|----|-----|
| Purchase for specific purpose | 3 000 000,00 | 0,57 | | |
| Veterinary products | 3 000 000,00 | 0,57 | 60 | 40 |
| | | - | | |
| Fuel and lubricant | 30 000 000,00 | 5,71 | | |
| Fuel and lubricant | 30 000 000,00 | 5,71 | 60 | 40 |
| | | - | | |
| SERVICE AND PERMANENT CHARGE | 75 167 000,00 | 14,32 | | |
| Maintenance | 45 567 000,00 | 8,68 | 40 | 60 |
| Maintenance of building | 18 000 000,00 | 3,43 | 40 | 60 |
| Maintenance of other infrastructures | 14 500 000,00 | 2,76 | 40 | 60 |
| Maintenance of vehicles | 4 667 000,00 | 0,89 | 40 | 60 |
| Maintenance of technical tools | 2 500 000,00 | 0,48 | | 100 |
| Maintenance and repair of office | 3 700 000,00 | 0,70 | 40 | 60 |
| Maintenance and repair of lodges | 200 000,00 | 0,04 | | 100 |
| Maintenance of computer | 2 000 000,00 | 0,38 | 40 | 60 |
| Charges of representation, information, and documentation | 9 300 000,00 | 1,77 | | |
| Festival and official ceremonies | 7 000 000,00 | 1,33 | 60 | 40 |
| Advertisement | 200 000,00 | 0,04 | 40 | 60 |
| Fees for workshops, conferences. | 100 000,00 | 0,02 | 40 | 60 |
| Fair and expositions | 2 000 000,00 | 0,38 | 60 | 40 |
| Charges for transport | 3 000 000,00 | 0,57 | | |
| Displacement | 1 000 000,00 | 0,19 | 30 | 70 |
| Car rent | 2 000 000,00 | 0,38 | | |
| Indemnities of mission | 4 000 000,00 | 0,76 | | |

| | | | | |
|------------------------------------|----------------------|------|----|-----|
| Indemnities of mission | 4 000 000,00 | 0,76 | 30 | 70 |
| Water and electricity | 2 000 000,00 | 0,38 | | |
| Water and electricity | 2 000 000,00 | 0,38 | 60 | 40 |
| Post and Telecommunications | 5 850 000,00 | 1,11 | | |
| Postal fees | 600 000,00 | 0,11 | | 100 |
| Telephone | 5 000 000,00 | 0,95 | 70 | 30 |
| Mobile phone | 250 000,00 | 0,05 | | |
| Rental charge | 1 500 000,00 | 0,29 | | |
| Rent of material | 1 500 000,00 | 0,29 | 40 | 60 |
| Diverse service | 3 950 000,00 | 0,75 | | |
| Remuneration | 750 000,00 | 0,14 | | 100 |
| Training course and formation | 200 000,00 | 0,04 | 40 | 60 |
| Insurances | 1 000 000,00 | 0,19 | 40 | 60 |
| External personnel | 2 000 000,00 | 0,38 | 70 | 30 |
| | | - | | |
| INTERVENTION CHARGES | 14 000 000,00 | 2,67 | | |
| Social Interventions | 7 500 000,00 | 1,43 | | |
| Social Interventions | 7 500 000,00 | 1,43 | 60 | 40 |
| Economical interventions | 1 500 000,00 | 0,29 | | |
| Economical interventions | 1 500 000,00 | 0,29 | 60 | 40 |
| Structural interventions | 5 000 000,00 | 0,95 | | |
| Structural interventions | 5 000 000,00 | 0,95 | 60 | 40 |
| | | - | | |
| TRANSFERS & SUBVENTIONS | 3 500 000,00 | 0,67 | | |

| | | | | |
|--|-----------------------|--------|----|----|
| Transfers to public organisms | 2 000 000,00 | 0,38 | | |
| Transfers to public organisms | 2 000 000,00 | 0,38 | 60 | 40 |
| Transfers to private organisms | 1 500 000,00 | 0,29 | | |
| Hospitalizations, treatment and medical care | 1 500 000,00 | 0,29 | 40 | 60 |
| | | - | | |
| DIVERSES CHARGES | 38 680 000,00 | 7,37 | | |
| Diverse charge | 500 000,00 | 0,10 | | |
| Credit against securities issued | 500 000,00 | 0,10 | 60 | 40 |
| Other diverse charge | 38 180 000,00 | 7,27 | | |
| Other diverse charge | 38 180 000,00 | 7,27 | 60 | 40 |
| | | - | | |
| TOTAL OF OPERATING BUDGET INVESTMENTS | 525 000 000,00 | 100,00 | | |

| | Designation | Amount Ar | % | F | M |
|--|--|------------------|----------|----------|----------|
| | Investments | | | | |
| | Land | | | | |
| | | 22 | | | |
| | Budget operation | 500 000,00 | 18 | 50 | 50 |
| | Urbanism works | | | | |
| | | 2 500 | | | |
| | Budget operation | 000,00 | 2 | 60 | 40 |
| | Adiministrative building | | | | |
| | | 15 | | | |
| | Budget operation | 000 000,00 | 12 | 60 | 40 |
| | Construction and rehabilitation of buildings | | | 60 | 40 |
| | | 15 | | | |
| | Budget operation | 000 000,00 | 12 | 60 | 40 |
| | Adduction of drinking water | | | 60 | 40 |
| | | 16 | | | |
| | Budget operation | 000 000,00 | 12,8 | 60 | 40 |
| | Electricity | | | 60 | 40 |

| | | | | | |
|--|--|---------------|------|----|----|
| | | 19 | | | |
| | Budget operation | 000 000,00 | 15,2 | 60 | 40 |
| | Informativ material | | | 60 | 40 |
| | | 11 | | | |
| | Budget operation | 000 000,00 | 8,8 | 60 | 40 |
| | MMB | | | 60 | 40 |
| | | 6 500 | | | |
| | Budget operation | 000,00 | 5,2 | 60 | 40 |
| | Installation ,agencement , and aménagement | | | 60 | 40 |
| | | 15 | | | |
| | Urbanism works | 000 000,00 | 12 | 60 | 40 |
| | Urbanism works | | | 60 | 40 |
| | | 2 500 | | | |
| | Budget operation | 000,00 | 2 | 60 | 40 |
| | | | | | |
| | | | | | |
| | | | | | |

END