

REPORT

CENTRES OF EXCELLENCE STAGE THREE WORKSHOP

Country: Madagascar
Council: Rural Council of ANTANAMITARANA

Dates: August 2- 4, 2010
**Venue: Conference Room, at Espace Mahefa,
DIANA REGION**



Figure 1: Participants at the Antanamitarana council doing the workshop

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Executive Summary

This is a report on the proceedings of the Centres of Excellence for Gender Mainstreaming in Local Government stage three workshop held from 2– 4 August 2010 at Espace Mahefa Antanamitarana.

The main objectives of the workshop were to train and to build the capacities of the Executives and Councillors as well as the Civil Society in gender mainstreaming, to help them draft their gender action plan and their strategy as for the fight against gender based violence for the local government. See the full workshop program at **Annex A**.

The workshop brought together the Mayor, deputy Mayor of the Rural Council (C/R), the different councillors of different categories of the C/R), Chief of Fokontany, civil society, as well as the women presidents, the members of associations. A total of 20 people (10 females and 10 males) attended the workshop. See **Annex B** for the participants list.

The outcome of the workshop was the Gender and the Gender Based Violence Action Plans for the Local Government of the Antanamitarana Council. See **Annex C and D**.

The participants evaluated the workshop as having been a very interesting and enriching one. A summarized version of the evaluation forms is attached at the end of this report as **Annex E**.

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 Madagascar** 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. **Antanamitarana** is one of the councils that took part in the study.

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.

Workshop proceedings

Further to field work, the Rural Commune of Antanamitarana carried out the Centres of Excellence Stage 3 workshop from 2 to 4 August 2010.

On August 2, the official opening of the workshop was attended by the authorities of the Region namely Mr BANOMA Arsène, General Secretary of Diana Region; Mr RAMINANTENAINA Herman; Chief District, Mr Denis Rajerisa Interegional Director of Communication, and Mr Nordine; President of the Diana Regional Council.

After the official opening declared by the Region General Secretary, we started the program of Stage 3. The Gender Links Representative began with the SADC QUIZ, the 28 objectives and the other conventions in which Madagascar took part. It was only on that day that the participants knew about SADC protocol.

On Gender and Governance

Iafine Papisy referred to Thenjiwe Mtsintso to explain notions like ACCESS, PARTICIPATION, and TRANSFORMATION, whereas the participants looked for the challenges related to integration and participation of women in decisional spheres:

Challenges:

The stereotypes referring to men considering women as incapable made women have complex in front of men. The customs i.e. women did not used to attend meetings and even if some are present, men did not consider their ideas.

Women are busy with domestic chores.

If a woman holds a decisional position, for example as a Mayor, she tends to listen to her husband's opinion and not to take her own decision.

Solutions:

After discussions, the participants proposed some solutions to the above mentioned problems.

Firstly, we need to sensitize women to take part in meetings because meetings are for everyone.

We should demonstrate to men that women are capable by giving examples of changes carried out by women. For example, to cite the case of our Mayor; one participant declared that it is the first time the commune has been headed by a woman. "I was one of the committee during the propaganda", she said. That is true as she was the only woman candidate at the election. Her opponent underestimated her, but she was elected. At present, everyone is convinced that she is bringing about change in the infrastructure. She builds Fokontany office building, high schools, and secondary schools. At social level, she has made the reputation of the women's association. In the economic field, she has increased the salary of the personnel, they also get overtime, and per diem when going on mission.

As regarding participation in a meeting, the last meeting held in two (02) Fokontanys of the Council of Antanamitarana was examined.

The first meeting

Agenda: selection of participants to attend the Gender Links workshop.

Date of the meeting: June 22, 2010 at 2.30 p.m

Number of participants: 42 of which 12 Females and 30 Males

The last decision was taken by a man.

The second meeting:

Agenda: Management of the Fokontany equipment

Date of the meeting: July 6, 2010

Number of participants: 148 of which 79 Females and 69 Men

The last decision was taken by a woman.

On transformative Leadership

The qualities of a good manager

Woman	Man
<ul style="list-style-type: none">▪ Self confident▪ Courageous▪ Cultured and experienced▪ Brave▪ Communicative/ Welcoming▪ Loyal▪ Have self control▪ Mature▪ Be thrifty/Good at managing money	<ul style="list-style-type: none">▪ Self confident▪ Cultured and experienced▪ Have analysis skill▪ Mature▪ Communicative and welcoming▪ Loyal▪ Have self control▪ Be thrifty/Good at managing money

The qualities of a good leader

Woman	Man
<ul style="list-style-type: none">▪ Courageous▪ Brave▪ Provident▪ Ready to challenge and overcome obstacles▪ Have a good behaviour▪ Affective▪ Decisive▪ Be flexible▪ Eloquent	<ul style="list-style-type: none">▪ Have a good behaviour▪ Fair▪ Brave▪ Flexible▪ Active▪ Decisive▪ Serious▪ Experienced▪ Eloquent▪ Have a common goal▪ Ready to face feed-back▪ Non discriminating

Outcomes

- The council's knowledge about the SADC Protocol is updated.
- The council gets to know the importance of gender mainstreaming at local government through budgeting, gender disaggregated data, and transformative leadership.

- The drafting of the action plans took into account the gender dimension.
- The council is aware that their progress in gender mainstreaming is to be monitored and assessed via the next Summit 'Best Practices'

Way forward

Participants were very active and expressed their views freely during the workshop. In the evaluation form they recognized the necessity of gender mainstreaming and said they were ready to implement gender principles in their daily routines, within their councils and with their family.

Annex A:

PROGRAMME
Stage 3: Council level policy and implementation workshop
Antanamitarana Council
Venue: Espace Mahefa council Antanamitarana
Dates: August 2- 4, 2010

TIME	ACTIVITY	WHO
Monday 2 August 2010		
08h30-09h	Welcoming	GL
9h-10h	Official opening ; Signing of the Memorandum of understanding	GL Mayor Deputy Chief of District
10h-10h30	Coffee break	
10h30-11h	Topic 1 : The SADC protocol on Gender and Development ; QUIZ ; Questions and Answers	GL
11h - 12h	Topic 2 : Key Gender Concepts	GL
12h-14h30	Lunch	
14h 30-15h 30	Topic 3: Gender and Governance	GL
15h 30-15h45	Coffee break	
15h45- 17h	Topic 4: Transformative Leadership	GL
Tuesday 3 August 2010		
8h30-9h30	Topic 5: Gender Planning and Strategies	
9h30- 10h30	Topic 7: Drafting Action Plan to promote Gender and efficient Action Plan to eradicate Gender Based Violence Group forming	GL
10h30- 10h45	Coffee break	
10h45-12h30	Action Plan drafting in groups : 2 Groups/Council <ul style="list-style-type: none"> ▪ G1: Drafting Gender Action Plan. ▪ G2 :Drafting an efficient Gender Based Violence Action Plan 	Participants
12h30-14H30	Lunch	
14h30-17h	Drafting action Plan (continued)	Participants
Wednesday 4 August 2010		
8h30 – 10h	Group work continued	
10h – 10h15	Coffee break	
10h15-12h30	Group work continued	
12h30-14h30	Lunch	
14h30-16h	Report back	
16h-16h15	Coffee break	
16h15-17h	Evaluation	



Annex B:

**ATTENDANCE LIST FOR THE CENTRE OF EXCELLENCE STAGE 3 WORKSHOP ON GENDER AND GENDER BASED VIOLENCE
ACTION PLANS FOR THE CR ANTANAMITARANA »**

Country: MADAGASCAR

Venue: CR Antanamitarana

Date: August 2, 2010

N°	NOMS ET PRENOMS	SEXE	ORGANISATION/ MUNICIPALITY	DESIGNATION	TELEPHONE	E mail
1	Marcelin	M	CR ANTANAMITARANA	Development Committee of Fokontany	032 71 233 31	
2	RATOVO Tine	F	CR ANTANAMITARANA	Councillor	033 18 868 95	
3	RAZANAKOTO	M	CR ANTANAMITARANA	STAFF	032 05 226 40	
4	RAZANABOLOLONA Patricia	F	CR ANTANAMITARANA	President of Association Tsaralaza	032 46 679 83	
5	MARION	M	CR ANTANAMITARANA	Councillor	032 40 708/ 67	
6	AMINA	F	CR ANTANAMITARANA	Mayor	032 02 616 59	
7	Bertrand	M	CR ANTANAMITARANA	Farmer Association	032 49 162 71	
8	TOTO Aimé Angeline	F	CR ANTANAMITARANA	Chief Fokontany	032 47 778 78	
9	Marason	M	CR ANTANAMITARANA	Chief Fokontany Antafiamalama	032 79 779 12	
10	SOLEMANY	M	CR ANTANAMITARANA	Chief Quarter Ambodimanga	032 56 306 56	
11	BEROBIA	F	CR ANTANAMITARANA	Development Committee	032 41 014 57	

				of Fokontany		
12	RAZAFINDRAMARO Pascaline	F	CR ANTANAMITARANA	Chief Fokontany Ambodimanga	034 31 580 29	
13	RAZAFIMIRANA Dorette	F	CR ANTANAMITARANA	Patron of Women March 8 Association	032 41 461 47	
14	RAZAFY Marie Christine Fotsy	F	CR ANTANAMITARANA	Development Committee of Fokontany		
15	DESIRE Robert	M	CR ANTANAMITARANA	STAFF	032 69 719 17	
16	SIVOZY	F	CR ANTANAMITARANA	Chief sector	032 52 001 95	
17	NOROZAFY Marie Emma	F	CR ANTANAMITARANA	Chief of Administrative District (Arrondissement Administratif)	032 04 159 55	
18	NJAKAMALAZA Alberto	M	CR ANTANAMITARANA	Animator of the Territory	032 50 773 75	
19	RANAIVOSON Gaston	M	CR ANTANAMITARANA	Deputy Mayor	032 02 834 62 032 02 834 62	
20	NOURDINE Eric	M	MAROMAGNIRY	Development Committee of Fokontany		

Attendance statistics per gender and percentage:

Females	10	50%
Males	10	50%
TOTAL	20	100%

Annex C and D: Gender and GBV Action Plans for the Local Government of Antanamitarana council

GENDER AND GENDER BASED VIOLENCE ACTION PLAN FOR ROLL OUT IN LOCAL COUNCILS

The fields to be completed are:

- **Who** – who/ which department/s will responsible of the action?
- **What is the baseline data** - what is the starting point, answer the questions?
- **What is the target / indicator** – what is the ultimate goal of the council and how will achievement of this goal be measured, answer the questions?
- **When** – what is the timeframe in which this should be completed?
- **Budget** – what is the budget required for this action to be completed?

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
GENDER POLICY FRAMEWORK						
I. GOVERNANCE						
Representation						
To increase the representation of women councillors in the next elections following the sensitization campaign.	Public commitment to ensure equality between women and men councillors in the next elections	Council	Council	50% is the target for councillors in the next election.	2011	
To ensure that the percentage of women in the council is equal to that of men	The Council takes measures to ensure equal representation of men and women in leader position level.	Council	Council	30% of increase in number of women in leaders position	2011	
Public participation						
To ensure that the number of men and women within each administrative district is equal	To promote equality in the number of women and men in the administrative district committee level	Council	Council	The number of women and men in the committee is equal	2010	
To ensure that targeted planning and service delivery takes place in the	To conduct special training in participation for women.	Council Development Plan (PCD)	Council	The number of women who attend meeting increases so	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
council women are consulted equally in policy-making processes				as to get their ideas.		
To empower men on gender issues and mobilize their support.	Host gender training workshops with male groups	Council	Council	Men are aware of gender	2010	
III. GENDER IN EXISTING PROGRAMMES						
Security and emergency services						
To train and inform men and women, especially the women householders who live in precarious housing that are prone to fires, and thus making them liable to misery and without income.	- To conduct a workshop on fire prevention for both men and women. -To look for partnerships/donors to get an ambulance and a fire fighting car, a lorry for the waste removal.	Council	Council	The number of victims decreases	2010	
The economy and job creation						
To facilitate equal employment opportunities because women are disproportionately affected by high levels of unemployment	Hold workshops on economic growth opportunities	Council	Council	The number of women having income increases	2010	
Procurement						
To ensure that women benefit equally from the procurement process which they have historically been excluded from.	PPP (public private partnership). The building of a slaughtering house	Council	Council	The animals to be slaughtered are clean and safe	2010	Existing
Poverty eradication						
To develop a gender sensitive strategy to address the high levels of poverty that affect mainly	To train women to address the high levels of poverty that affect mainly women especially women headed households	Council	Council	Fight against poverty	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
women especially women headed households	Close collaboration with HIMO.	Council	Council	Frequent partnership and collaboration with NGO	2010	
Business support						
To ensure that women benefit equally from the procurement process which they have historically been excluded from.	To facilitate businesswomen's participation by informing them about the call for tenders	Council	Council	Bids treated alike and fairly be them from women or men	2010	
INFRASTRUCTURE						
Housing						
To promote the equal right of women to land ownership	To increase the number of women registered as land proprietors further to a SENSITIZATION campaign.	Council	Council	The number of women landowners increases	2010	
To reinforce the rules in house building and ensure these rules or laws integrate gender	To inform the people who want to build a house that there must be toilets.	Council	Council	The council carries out a check up of house building	2010	
Water, sanitation and electricity						
To ensure that women's needs are taken into account because they are mostly affected by inadequate housing.	To dig up wells or public drinking fountains	Council	Council	12 wells are dug	2010	
	To build a washing house	Council ACPU /DS Association of Pilot Councils in Diego-Suarez	Council	15 wash houses are built	2011	
	To build toilets	Council, ACPU	Council	26 toilets (2 per sector)	2011	
Ensure that women and children can use safe public means of transport.	To get sex disaggregated data to see who are the users and whose needs have or have not been taken into account	Council	Council	Sex disaggregated data	2010	
	To ensure and improve security at taxi or bus stations or stops especially for women	Council	Council	-The traffic is smooth and secure -There is order and harmony	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	and children security To hold a round table conversation about security with the council, the transporters cooperatives , the police and the users			between drivers and transport users		
Environmental health						
To involve women, as key stewards of the environment, in environmental preservation projects or making business ventures from the environment.	Tree planting and taking care of the trees that have been planted	Council	Council	Planting 1000 trees ; 60% of the trees planted in the previous year are growing well	2010	
To eradicate the stereotype that only women are responsible for the children's education and to make men aware of parents' responsibilities	To carry out parents education, training	Council	Council	Both men and women take part in children's education and upbringing.	2010	
HEALTH						
To follow up public health	-To build Health Centres CSB 2 -To follow up the application forms by the Council	Council	CSBII	-A CSB2 is built -The population is in good health	2010	Existing
HIV and AIDS						
Prevention						
To establish the gendered dimensions of HIV/AIDS and raise awareness on the disease in the council.	Ensure that council keeps gender disaggregated data on HIV/AIDS; to integrate gender in the national, regional or local projects related to HIV AIDS	Council	CSB, Council	A sex disaggregated data for the council	2010	
To sensitize men and	To collect HIV AIDS sex disaggregated data	Council	CSB, Council	Data are sex disaggregated	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
women about counselling and volunteer testing which greatly help in prevention and spread of HIV AIDS						
Treatment						
Social development						
To make community and sporting facilities more accessible to women and girls and ensure that they benefit equally from such facilities. To encourage women to take part in contests	To ensure the promotion of sports among women. To set up women clubs To encourage women to practice individual sports	Council	Council	The number of women participant increases when there is a competition or contest.	2010	
IV. EMPLOYMENT PRACTICES AND ENVIRONMENT						
Selection and recruitment						
To ensure that the recruitment and selection process offers equal opportunity to women and men.	To prioritize gender principle in recruitment processes and employment.	Council	Council	Number of women increased when there is recruitment in the council	2010	
	To educate and train women employees, who have previously been disadvantaged, by implementing capacity-building and mentoring programs so that they may be empowered to perform their job functions and map their intended career path	Council	Council	Time management ensured and women having peaceful mind	2010	
Career pathing						
	Skills /qualification audit and	Council	Council	Women having enough	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
To strengthen women councillors skills so that they can clearly determine what matters for women	assessment of women employees			knowledge and skills in order to master their jobs		
Capacity building of men about gender principles and encourage their support	Carry out a training for male and female councillors and officials	Council	Council	4 males as executive committee and 02 councillors	2010	300 000 Ar
	Gender debates and discussion with councillors and high officials	Council	Council	A gender exchange is held (e.g. once a month) for executive committee and councillors	2010	
To ensure that there is training carried out to make all employees and civil communities aware of gender	Facilitation of gender training for the people in charge of gender mainstreaming	Council	Council	3 training sessions held and the target population must be 12.	2010	360 000
	Close collaboration with trainers in providing a training planning	Council	Council	The locality sensitized about gender	2010	600 000
Work conditions and environment						
To ensure equal participation for women in the work place by helping women with children since child care is one of their main responsibility in addition to their job	To provide a space for child care for the local council employees.	Council	Council	- One room or place for breast feeding is installed	2010	
V. GENDER MANAGEMENT SYSTEM						
Gender structures						
To establish structures that constitute the gender machinery and to ensure that they have the authority to carry out their work and to obtain the	The council has set up a Gender structure, including a gender focal person, which has a budget and is empowered to do its work.	Council	Council	The gender committee within The council is set up and is operational	2010	
	The Council has adopted the	Council	Council	The Councillors adhere ,	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
commitment of all managers.	gender structure and policy to promote Gender			agree to the gender policy		
To ensure that the documents and data issued by the council do not include gender stereotypes	To review the information given to the community related to the council with a gender lens. To devise ways to address stereotypes	Council	Council	The council has gender mainstreaming data and documents	2010	50 000 Ar
Budget, monitoring and evaluation						
To make sure that a budget is allocated for priority gender mainstreaming activities	To see the priority and durable needs inside the council	Council	Council	The priority works are taken care of	2010	
To make use of gender disaggregated data for monitoring and evaluation to ensure that gender equality is being strived for.	To get sex disaggregated data	Council	Council	All the data are sex disaggregated	2010	
	To devise clear success indicators for gender mainstreaming within the local council	Council	Council	Gender success indicators are included in the evaluation sheet of the locality	2010	
Capacity building						
To establish structures that constitute the gender machinery and to ensure that they have the authority to carry out their work and to obtain the commitment of all managers.	The Council follows up the work done by the gender committee	Council	Council	The gender committee is really willing to work	2010	
	To plan the works to be carried out in gender mainstreaming.	Council	Council	The works to be done are set up (Point focal Genre).	2010	
	To inform public about the setting up of gender committee		Council	Everyone is aware of the existence of gender committee or focal point	2010	
To make sure that gender is mainstreamed in structures, policies and work steps ,procedures	To get gender committee participate in the drafting of council development plan	Council	Council	To collect ideas or suggestions on how to integrate gender structures in the development action	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
inside the council				plan The Mayor has to follow it up		
FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
Support						
Counselling and guiding of the violence victims	Filling out the forms declaring the violence case	Sector, Fokontany	Fokontany	The complaint is registered and written in a very short time	Daily work	
	To take the victim to hospital	Representative of the council, relative of the victim, The council has to investigate the basic facts and to advise	Council	The patient is treated	Daily work	Contribution of the council
	To sue a complaint	Representative of the council, the victim of violence	Council	Follow up of complaint filed	Daily work	
	To stand as a witness	The public	Council	- Sticking to the truth till the end - Dare to speak at the court - Awareness arising of parents - Sensitization of police - Conduct a workshop with police and parents	Daily work -November 2010	
	To increase partnership with stakeholders	BC	Council	The project is developing	Daily work	
Coordination						
To ensure that efforts to address GBV are conducted in a coordinated manner	To hold ordinary or extraordinary council meetings	President of the council	Council	- Respect of the Council internal rules - Report of the work done - Sex disaggregated data and statistics within the council.		
	To strengthen relationships	Council members	Council	- Close collaboration	Daily work	100 000

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	and collaboration with the police force to ensure the job done			- Hold meetings together frequently		Ar
Budget allocation						
To ensure that Councils commit budget and resources to addressing GBV	To look for stakeholders, partners in GBV fight	Mayor and council	Council	Increased budget allocated for that purpose	Daily work	
Monitoring and evaluation						
	The council has a meeting and makes report	Council	Council	Community free from violence with 0% rate	2015	
Prevention						
To protect women and girls against GBV	To strengthen the community basis (network fighting against violence)	Chief FOKONTANY, chief Sector, parents Chief of Administrative District, Mayor, Gendarmes, Chief of Pedagogical Zone, Regional Direction of Population	Fokontany	Capacity building of the community basis	August 2010	
	Sharing responsibilities and drafting of actions within the community basis	President of Council, Mayor, CAA member	Council	BC (brigade criminelle?) = crime squad know their responsibilities	August 2010	
	To continue to explain the rights of women and children victims of violence	Members of BC	Council	The population is aware of the law	Sept 2010	

In order to prepare the International Fight against violence from 25 Nov to 10 Dec, the Council of Antanamintarana is requesting some assistance and help to carry out the activities

**Annex E: Workshop Evaluation
Administrative Information:**

Country	MADAGASCAR					
Sex	Male 10		Female 10			
Organisation	CR ANTANAMITARANA					
City/ Ville/ Village	DIEGE/ ANTANAMITARANA					
Age group	12 - 17 <input type="checkbox"/>	18 -30 <input type="checkbox"/>	31- 40 7	41 – 50 7	51 – 60 6	60 + <input type="checkbox"/>
Educational level	Primary 4	Secondary 6	Tertiary 4	Vocational 6	Adult literate <input type="checkbox"/>	

EVALUATION

	<u>EXCELLENT</u>	<u>GOOD</u>	<u>CORRECT</u>	<u>POOR</u>	<u>VERY POOR</u>
1. PROGRAM DESIGNING	8	11	1		
2. PROGRAM CONTENTS	13	6	1		
3. DOCUMENTATION	10	8	2		
4. FACILITATION	12	8			
5. GROUP WORK	6	11	3		
6. OUTPUTS	9	8	3		
7. OUTCOMES AND FOLLOW UP PLANS	10	8	2		
8. LEARNING OPPORTUNITIES	13	6	1		
9. NETWORKING OPPORTUNITIES	7	9	4		
10. ADMINISTRATIVE ARRANGEMENTS	10	8	2		

COMMENTS

1. Which session did you find most useful, why?

- Gender because equality between women and men should be present in all responsibilities
- Gender because most men underestimate women in decision making
- Gender Based Violence Action Plan
- The SADC Protocol : it helps me to get informed about external relations
- The signing of many agreements on gender by our country such as (SADC, OMD, PNPF, PANAGED, BEJING+15) enrich about general knowledge.
- Group work for I like discussions
- Gender and development because it is Malagasy people's concern

2- Which session did you find least useful?

None

3- How will you apply what you have learned from this engagement?

- Sensitization using the training manual
- I will explain to my husband, my family, the village, the population what I have received from this workshop.
- I will try to practice it in my daily life.

Any other comments?

- Another training session is needed
- Gender Links should come back and help to improve people's living standard.
- The training should be continued