

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

Country: Madagascar

District: Rural council of Antanamitarana/Diégo II

Date: 20-21 June 2011

Venue: Rural council of Antanamitarana



Figure 1: Participants during the workshop stage 5 Antanamitarana 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 20th to 21th June 2011 at the rural council of Antanamitarana, Diégo II, Madagascar. This workshop gathered council's representatives and member 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 20 participants (9 men and 11 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**.

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 Mayor of the rural council of Antanamitarana, AMINA. She 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. She also made a brief report on what has already been achieved concerning the implementation of the Action Plans for the council.

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 rubric of Sport, leisure, and ceremonies. Another issue is that just a few women have access to decision-making posts. As a matter of fact, women themselves are still reluctant to occupy important post in the council. Consequently, there is a great difference between salaries allocated to women and men.

✓ **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).

✓ **Problematic arisen from discussion**

-Infrastructures and organisations which consider women's issue are not yet sufficient in the town.

-Some customs and traditions of the region should be revised to achieve gender equality. In a rural council like Antanamitarana, where some traditions are not only strict but also very well-respected, it is still a great challenge to change mentality.

✓ **Recommendations**

- Women candidatures should be encouraged when there are recruitments
- Women should be encouraged to take part in the events organized by the council and to attend different meetings.
- Women and girls should be more involved in some cultural or leisure activities such as festival, sport events ... so that they may not be tempted by prostitution.
- 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

- Women empowerment and activities for girls.
- Resources.
- 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

- Antanamitarana council, stakeholders and Community members have completed all stages of the COE. Stage 1-6.
- 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: 20 June – 21 June 2011

Duration: 8:30 – 17: 00

Venue: CR Antanamitarana

Hour	Activities	Who
Monday 20 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)	
Tuesday 21 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



**ATTENDANCE LIST FOR THE CENTRE OF EXCELLENCE STAGE 5 WORKSHOP ON GENDER AND GENDER BASED VIOLENCE
ACTION PLANS FOR THE CR ANTANAMITARANA
Country: MADAGASCAR
Venue: CR Antanamitarana
Date: 20-21 June 2011**

N°	NOMS ET PRENOMS	SEXE	ORGANISATION/ MUNICIPALITY	DESIGNATION	TELEPHONE	E mail
1	Marcelin	M	CR ANTANAMITARANA	Development Committee of Fokontany	032 71 233 31	deterolin@yahoo.fr
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3	RAZANAKOTO	M	CR ANTANAMITARANA	STAFF	032 05 226 40	nymandarazanakoto@yahoo.fr
4	RAZANABOLOLONA Patricia	F	CR ANTANAMITARANA	President of Association Tsaralaza	032 46 679 83	patriciarazanabololona@yahoo.fr
5	MARION	M	CR ANTANAMITARANA	Councillor	032 40 708/ 67	m.johns@yahoo.fr
6	AMINA	F	CR ANTANAMITARANA	Mayor	032 02 616 59	aminaa70@yahoo.fr
7	Bertrand	M	CR ANTANAMITARANA	Farmer Association	032 49 162 71	Bertrand.rabe@yahoo.fr
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14	TOTO Marie Cline	F	CR ANTANAMITARANA	Development Committee of Fokontany		marietoto90@yahoo.com
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16	SIVOZY	F	CR ANTANAMITARANA	Chief sector	032 52 001 95	sivozysivozy@yahoo.fr
17	NOROZAFY Marie Emma	F	CR ANTANAMITARANA	Chief of Administrative District (Arrondissement Administratif)	032 04 159 55	ortegajaozafy@yahoo.fr
18	NJAKAMALAZA Alberto	M	CR ANTANAMITARANA	Animator	032 50 773 75	
19	RANAIVOSON Gaston	M	CR ANTANAMITARANA	Deputy Mayor	032 02 834 62 032 02 834 62	gaston.platha@yahoo.fr
20	PAPISY Ialfine	F	Gender Links	FP	034 29 665 61	ialfine_tracoulat@yahoo.fr
21	RAZANADRATEFA Zotonantenaina	M	Gender Links	Intern	034 43 087 78	madagascarintern@genderlinks.org.za

Attendance statistics per gender and percentage:

Females	11	55%
Males	10	45%
TOTAL	21	100%

Annex C: Workshop Evaluation

Administrative Information:

Country	MADAGASCAR					
Sex	Male 9		Female 11			
Organisation	CR ANTANAMITARANA					
City/ Ville/ Village	DIEGO/ ANTANAMITARANA					
Age group	12 - 17	18 -30 2	31- 40 4	41 – 50 10	51 – 60 4	60 +
Educational level	Primary 1	Secondary 11	Tertiary 7	Vocational 1	Adult literate	

EVALUATION

	<u>EXCELLENT</u>	<u>GOOD</u>	<u>CORRECT</u>	<u>POOR</u>	<u>VERY POOR</u>
1. PROGRAM DESIGNING	11	9			
2. PROGRAM CONTENTS	15	4	1		
3. DOCUMENTATION	13	6	1		
4. FACILITATION	12	7	1		
5. GROUP WORK	7	10	3		
6. OUTPUTS	12	8			
7. OUTCOMES AND FOLLOW UP PLANS	7	11	2		
8. LEARNING OPPORTUNITIES	14	6			
9. NETWORKING OPPORTUNITIES	9	11			
10. ADMINISTRATIVE ARRANGEMENTS	11	9			

COMMENTS

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

- The Internet because it is very useful for development
- The Internet for it is a good network for research
- Budget and communication sessions because I actually need it in my work.
- All sessions were useful for the development of the council
- Budget session because it helped me also to manage my household's budget
- Communication for it helped me to make the difference between primary and secondary sources in media.
- The Internet because now, I am aware of all news all around the world.
- The Internet because it is quite new for me.

2- Which session did you find least useful?

None

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

- I will apply it in my daily life and at work.
- At first, I will try to review the exercises and then apply it at the office.
- I will share my knowledge with my children, my colleagues and my relatives.

- We will try as soon as possible what we have received.
- I will apply it in my everyday communication
- I will apply it through the research of partners for our projects in the council.

Any other comments?

- More trainings are needed especially on the Internet
- Practices on the internet session should be reinforced
- Lack of tools is still a real problem.
- Internet session should last two or three days for better assimilation

END