

REPORT

CENTRES OF EXCELLENCE STAGE THREE WORKSHOP

Country: Madagascar

Councils: Toamasina, Ambatondrazaka, and Mahavelona Foulpointe.

Dates: September 14- 16, 2010

Venue: Conference room of Urban Council of Toamasina I



Figure 1: Participants at the workshop stage 3 councils of Toamasina, Ambatondrazaka and Mahavelona Foulpointe
Participants discussing about Gender Action Plan,



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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 14 – 16 September 2010 at the Conference Room of the Urban Council of Toamasina I, with the Ambatondrazaka, Toamasina I and Mahavelona Foulpointe Councils.

The purpose of the workshop was to;

- Build participants understanding around key gender concepts
- To empower participants around personal empowerment
- Build capacity around issues of gender, democracy and good governance
- Look at what makes good leaders through looking at transformative leadership
- Look at key concepts like gender policy and planning concepts
- Assist participants in understanding the importance and synergies around gender, the economy and budgets
- Develop a Local Gender Action Plan
- Develop a Local 365 Day Gender Violence Action Plan
- Popularise the SADC Protocol on Gender and Development.
- Establish communication strategies for the GBV action plans.
- Inform councils about the collection of good practices for addressing GBV at the local level and in the Gender Justice and Local Government Summit.
- Assist councils in seeing the importance of making IT and the media work for them
- And empowering women leaders around the Media Literacy tools.

See the full workshop program at **Annex A**.

The workshop gathered the President of the Delegation Speciale of Toamasina I, The Deputy Chief of District, The Secretary General of Ambatondrazaka , The Mayor of The Rural Council of Mahavelona Foulpointe, as well as the different Secretary Generals, the President of the Town Council or councillors of the localities targeted by GL projects. Some civil society members and women associations were represented at the workshop as well. A total of 41 people, of which 23 were females and 18 males, attended the workshop. See **Annex B** for the participants' list.

The outcome of the workshop was a Gender Action Plan and a Gender Based Violence Action Plan for the three councils of Toamasina, Ambatondrazaka and Mahavelona Foulpointe. Refer to **Annexes C and D** for Ambatondrazaka
Annexes E and F for Toamasina
Annexes G and H for Mahavelona Foulpointe.

The participants evaluated the workshop as having been an open –minder, a very useful workshop. A summarised version of the evaluation forms is attached at the end of this report as **Annex I**.

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. **Toamasina, Ambatondrazaka and Foulpointe are three** 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.

Process and Activities

The Official Opening of the Workshop

Before the official opening of the workshop, the Madagascar Gender Links Country Facilitator, Ialfine Papisy inaugurated the series of speeches, greeted the audience and thanked them for their presence. She then gave brief explanation about Gender Links. It (GL) is a Southern African NGO founded in 2001. As a goal, GL is committed to a region in which women and men are able to participate equally in all aspects of public and private life in accordance with the provisions of the Southern African Development Community (SADC) Protocol on Gender and Development. With its headquarters in Johannesburg, South Africa, and its satellite offices in Mauritius and Botswana, as well as its project sites in Lesotho, Madagascar, Namibia, Swaziland, Zambia, and Zimbabwe, GL locates its mission within the broader framework of strengthening democracy in the region through ensuring the equal and effective participation of all citizens, especially women whose views and voices have been systematically marginalised. The GL

country facilitator also gave an overview of the different steps followed up to now by Gender Links to train the Local governments and the Councillors. These steps include the translation of the training manual from an English version to a Malagasy one by the CERCOM (centre de recherche en Communication), a centre attached with the DIFP (Département Interdisciplinaire de Formation Professionnelle) of the faculty of Arts and Humanities of the University of Antananarivo.

Mr Rakotovao Mariot, President of the Local Authority (PDS) of Toamasina, took the floor, pointed out that, all over the world, gender issue is rather alarming. The way the local governments treat women, among other, should make people realize the importance of such workshops on the impact of female leadership. It is of utmost importance to build the capacity of local governments by integrating gender in management. He also expressed his wishes as to the success of this workshop. He alludes to having in the near future a woman leader in the local councils to actually apply the objectives of this workshop.

Then Mr Rakotomanana Jean Baptiste, the Deputy Chief of District, after apologizing for the absence of the Chief of the Region, emphasized that the workshop has its value, in view of the women traditional treatment. Women were not considered as full citizens, he pursued. Though some efforts have been made, much is still to be done. There are about 30 women, Chiefs of Fokontany who form an Association in Toamasina. This is to illustrate that women have good ideas to manage and lead the community life. He also drew the attention of the audience to the psychological violence to women. He expressed his best wishes for the drafting of the gender and gender based violence action plans

He then declared the workshop officially open.

The signing of the Memorandum of Understanding by the parties

The PDS of Toamasina, the Secretary General of Ambatondrazaka Council and The Mayor of the Rural Council of Mahavelona Foulpointe signed the Memorandum of understanding between Gender Links and their respective localities.

Workshop proceedings

The SADC Protocol on Gender and Development

After the introduction of the participants, the GL representative distributed the quiz on the SADC protocol. The answers were given just after the exercise

Key concepts in gender

Through this exercise on the different jobs, activities, occupations or traits to be classified as either for Boys/ men or Girls/women, the participants could distinguish sex from gender.

Stereotypes

After the definition of stereotypes and the reasons why these stereotypes are strongly rooted, the audience worked in groups about the following topics to see the stereotypes that can be conveyed:

Proverbs:

- No man is bankrupt during a whole year.	- Do not do like a soldier's wife: if she is
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<p>(showing the courage of men)</p> <ul style="list-style-type: none"> - Do not behave like a hen which cackles: she sees the others `danger not hers. - A man is never ugly - A wife is to be looked at (admired) - When a woman is walking, she is the decoration of the street, when she is staying, she is the ornament of the household (expressing the beauty of women) - The stupid child can't go beyond his father's achievement. 	<p>hungry, she asks for the time, if she is full, she asks for a pillow</p> <ul style="list-style-type: none"> - One gets married to have children - One gets married to be happy - Even if men do wrong they cannot get caught - A woman is married to a man in order to have sexual intercourse
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Songs

<ul style="list-style-type: none"> - Rich men are used to being adulterous - A man is neither bad nor ugly. - Sugar Daddy - A driver is always handsome - The story of a maid called 'Kala Jeanine' (tells about her sufferings due to bad treatment) - Men sometimes have an affair 	<ul style="list-style-type: none"> - If a cow does not moo, take it back to its 'father'. - Cocktail 's Mum (to name a woman who has had sexual intercourses with many partners and so her baby's name is Cocktail)) - It is good to have two wives - Woman is to be respected. - Standard Woman
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Religion

<p>Christian religion:</p> <ul style="list-style-type: none"> - Either in the Old or New testaments, women were not taken into consideration: see the counting of people, only the men are counted e.g. There were 5 000 men. - The first being was a man - The prophets who were famous were men - God's child who saved the people was a man , Jesus - The 12 apostles were all men - The woman, in the person of Eve is a deceiver - In the bible, in the case of adultery, the woman is the culprit. - The Virgin Mary is though given a high position - All the religious officials are all men. <p>In Muslim religion:</p> <ul style="list-style-type: none"> - Women and men do not pray in the same Mosque - For The Jewish women are considered as stupid and do not progress

Films

<ul style="list-style-type: none"> - The film entitled Vaidehi: It is the story of a woman who had an arranged marriage and who could not have a say in her marital life. She had no freedom and could not take any decision at all. Besides since her husband cannot have any children, her father in law forced her to have a child with her brother in law. - Here the woman has no right and is treated as an object.
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Customs and Traditions

<ul style="list-style-type: none"> - A woman does not speak if a man is present - A woman has to sit near the door - A woman cannot declare her love or make a proposal of marriage - A man cannot follow his wife - A man eats first - In the past, women had to be taken to court if she wore trousers - A woman cannot cut a man's hair - A man does not do the domestic chores 	<ul style="list-style-type: none"> - A woman cannot eat some parts of an animal that are reserved to men during a traditional ceremony. - In some tribes, men cannot eat food cut by women - Some fruits are taboos to women - In French language: 1000 women + 01 man, have to be replaced by the masculine personal pronouns 'Ils' - No women traditional leaders in this region, (except in Andondambe)
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Education

<ul style="list-style-type: none"> - Girls who have their menstruation do not do physical training - Girls are meant to be fended for by their husband so it does not matter if they drop out of school - Some exams categories are thought to be made for boys only (Scientific branch) - Some branches are just for boys or men (civil engineering, technical ...) - There are schools or vocational training just for girls, especially those teaching sewing, crafts, beautician, hairstyling etc - Women cannot take the examination entrances for the Military Academy
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TRANSFORMATIVE LEADERSHIP

The participants were asked to tell about a situation in which they felt they had or did not have power:

- One woman participant talked about a professional situation where she had been given freedom and power to organize the logistics of participants to a national event
- When she was at school, a woman participant could mobilize the class and the teachers
- A lady could take responsibilities because her husband was away
- In some circumstances of illnesses or deaths, there is nothing we can do.
- In the marriage of children, parents cannot do anything but comply with the choice of their offspring.

Then, the participants had to see the differences between leadership and management. They had to give what makes a good leader and a good manager. Here are some answers:

- What are the differences between a leader and a Manager?
- The leader has to conduct, have power on the people
- The manager has to coordinate:
- In the Local government field: there is only one Leader, the Mayor and all the Councillors are managers.
- A leader is giving orders whereas the managers are executives
- A leader has to lead whereas the managers are not to lead.

The qualities of a good leader	The qualities of a good manager
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<ul style="list-style-type: none"> • Have listening skills • Have managerial skills • Can draft plans • Can tolerate negative criticism • Can exploit and know the skills of the people to lead • Must know the characteristics of people <ul style="list-style-type: none"> • Mature • Respected • Have a vision and be provident for the future • Knows how to distribute role and responsibilities • Give importance to the common interest and not selfish • Flexible and can adapt to circumstances. • Remains neutral and objective • Not discriminating • Not authoritative • Knows how to set up and follow the programmes 	<ul style="list-style-type: none"> • To be a model • Have planning and coordinating skills • Can have good relationships with and trust the collaborators • Unbiased • Have reporting skills • programmes
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The Secretary General of the Council of Toamasina left a message affirming that either men or women should have another perspective, and other lens. After attending workshops, most of women sometimes tend to be very radical. In a word, Men and Women should be like both feet, if one of them is aching, the person may have problems. It means that we are complementary. Men and women are both responsible.

In the afternoon, after some remarks on women Leadership and the reading of Samaria story, questions were asked about the reasons that push women to neglect other women if they get managerial positions. The answers were based on jealousy and the mentality of women, or just that women are also naturally attracted by men.

GENDER AND GOVERNANCE

The participants were asked to study the diagram: Access-Participation and Transformation.

ACCESS:

- Women are used to complete the list in an election campaign. Thus if women want access to power, the list must be a zebra list.
- The problem is that it is the women themselves who do not want to get in power.
- Women should not fear to be in power.
- Men and women should help each other when governing.
- Why don't women get access to power - people sometimes have preconceived ideas

Barriers to access :	Solutions:
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<ul style="list-style-type: none"> - Not physically strong enough to go on foot to assume her responsibilities - Too proud - Severe and strict - Fearful and lack of confidence - Not enough time to devote to the Local Government work (for example maternity leave) - Easily emotional - No support from others - Women cannot put up with violence - Women do not like lies. 	<ul style="list-style-type: none"> - Visit to the remote parts of the administrative areas , on foot - Change of behaviour - To dare and to have self confidence - To know how to delegate power and to manage time and program - Get prepared well in advance through social activities for instance - Learn to be persuasive , to get training in negotiation skills
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PARTICIPATION:

The audience was asked to give examples of meetings they attended and to report the results of the proceedings.

Meeting	3 men 17 women Women participated but decisions taken were those of men
Club Meeting	15 Women 20 Men: Women took part in speaking The decision made were from the men (the object of the debate was a football club)
Fokontany meeting	200 men 300 women Men's ideas were adopted
Meeting	01 Women 14 Men: The woman took part in the discussion The woman was elected president

It is to be noted that women must take part and voice their opinions and ideas, once they get access in local government.

TRANSFORMATION:

A Woman Mayor who brought about substantial changes to the municipality is a good example. What she did drew the attention of the participants. The transformations must be visible by the inhabitants.

PRACTICAL NEEDS versus STRATEGIC NEEDS

After the coffee break, the facilitator gave a brief summary of the different key concepts in Gender. Then she proceeded to the next point in the program: related to the explanation of Practical needs and Strategic needs.

She also explained the diagram on page 12 about the different phases of the project 'Centre of Excellence'

She then asked the participants about the projects the Local Government participants would like to set up. The Council from Foulpointe gave the examples of their projects about Water supply and another one about the building of a Cultural Centre Library.

The first part of the projects included a PCD study. The need of a cultural centre was identified through a preliminary survey.

As for the percentage of the men and women who can get satisfaction, the council of Foulpointe can declare that more women will benefit from the project.

The idea is that the Local Governments have to analyze the data and study the number of women and men who can get satisfaction and benefit from the development projects they would like to implement.

Then the participants proceeded to the reading of page 52 of the manual related to Gender Segregated data to get precise examples.

GROUP WORK: DRAFTING OF THE ACTION PLANS

The participants had been divided into two groups for each council. Group one had to draft the Gender Action Plan and Group 2 worked on the Gender Based Violence Action Plan.

THE REPORT BACK:

The report back in plenary sessions allowed to correct the action plan drafted and to get everyone's agreement for each council.

Outcomes

- The three councils' knowledge about the SADC Protocol is updated.
- Awareness on 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 three councils included the activities for the 16 Days of activism, in their GBV action Plans.
- The three councils are 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. 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 or at their work place.

Closing Remarks:

Mr Gilbert RANAIVOSON, Human Resources Department manager of the Toamasina Council assisted by Mr Rakotoniaina Eric, Deputy Mayor of Mahavelona Foulpointe, warmly thanked the participants for their dynamism during the sessions. They wished that each Council would succeed in the implementation of their respective action plans. Finally, they closed the workshop officially.

Outputs

- Toamasina, Ambatondrazaka and Mahavelona Foulpointe Councils 'Gender and GBV Action Plans.

Annex A:

PROGRAMME
Stage 3: Council level policy and implementation workshop
Ambatondrazaka, Toamasina, and Mahavelona Foulpointe Councils
Venue: Conference room of Urban Council of Toamasina I
Dates: September 14- 16, 2010

TIME	ACTIVITY	WHO
Tuesday 14 September 2010		
08h-09h	Welcoming	GL
9h-10h	Official opening ; Signing of the Memorandum of understanding	PDS GL Chief District Chief of Région
10h	Coffee break	
10h-10h30	Topic 1 : The SADC protocol on Gender and Development ; QUIZ ; Questions and Answers	GL
11h 30- 12h30	Topic 2 : Key Gender Concepts	GL
12h30-14h30	Lunch	
14h 30-15h 45	Topic 3: Gender and Governance	GL
15h 45-16h15	Coffee break	
16h15- 17h	Topic 4: Transformative leadership	GL
Wednesday 15 September 2010		
08h30- 9h30	Topic 5: Gender planning and strategy	GL
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
Thursday 16 September 2010		
8h30 – 10h	Report back by CU Ambatondrazaka	
10h – 10h15	Coffee break	
10h15-12h30	Report back by CR Mahavelona Foulpointe	
12h30-14h30	Lunch	
14h30-16h	Report back by CU Toamasina	
16h-16h15	Coffee break	
16h15-17h	Evaluation	
Friday 17 September 2010		
8h-30-12h30	Meeting at a small village to explain the SADC protocol	

Annex B:



Stage 3 Workshop
Country: Madagascar
Venue: CU Toamasina, CU ambatondrazaka, CR Mahavelona Foulpointe
Date: 14- 16 September 2010

ATTENDANCE LIST

N°	NAMES	SEX	ORGANIZATION/ MUNICIPALITY	DESIGNATION	TELEPHONE	E mail
1	TAVENGO Nirina Marie Angela	F	Foulpointe	Paralegal	0341809675 0327287445	tavengo@gmail.com
2	JOSIANE Vanissa	F	Foulpointe	Paralegal	032 42 478 98 034 13 930 58	
3	RAVOLANANTENAINA Catherine Elotilde	F	CECJ Foulpointe	Paralegal	034 13 592 32	
4	RAHELINIRINA Gisèle	F	CECJ Foulpointe	Paralegal	0330498343	
5	JOSETTE Maria Céline	F	Foulpointe	Councillor	032 59 929 85	
6	PIERRE	M	Foulpointe	President of council	034 17 143 73 033 15 604 11	
7	NINAH Sendra Clérrancia	F	Foulpointe	Doves English Club member		
8	RAMAROMANANA Velonjanahary	M	Foulpointe	Founder of Doves English Club	032 43 413 31 033 20 149 01	ramaromananavelonanahar y@yahoo.fr
9	RAZANADRAIBE Indimby Lova Fidelice	M	Foulpointe	President of Doves English Club	032 74 760 15 034 18 946 08	rindimbylesoafidlice@yahoo .com

N°	NAMES	SEX	ORGANIZATION/ MUNICIPALITY	DESIGNATION	TELEPHONE	E mail
10	RASONAMBININA Vavimarino	F	Foulpointe	CECJ	034 18 126 10	
11	ZANAOANDRASOA Francisco	M	Foulpointe	RNM, TVM	034 17 990 87	
12	TSARASOA Geneviève	F	Foulpointe	Paralegal	033 13 287 85	
13	RAKOTONIAINA Eric	M	Foulpointe	Deputy Mayor	034 13 592 51	erickadjointmerf@yahoo.fr
14	VOLAHY Gaston Edouard	M	Foulpointe	Mayor	032 05 276 19	volahy.gastonedourd@orange.mg
15	Marie Jeannette	F	CECJ	Paralegal	032 04 556 00 034 06 359 98	
16	RAZAFINDRAMANANA Séraphine	F	A.A.V.F	Animator	034 09 678 67	
17	RASOAZANATAFIKA Elise	F	FPFE	Civil society	033 76 827 63	
18	RARINJANAHARY Lucile Jeanne	F	FPFE	Civil society	033 05 019 90	rarinjanahary@yahoo.fr
19	DIDI Adelaïde	F	FPFE	Advisor	033 04 982 43	didiadelaide@live.fr
20	TSILANGONI Marins	M	Toamasina	Councillor	032 42 864 38	
21	RAVELOHARINORO Céline	F	Région Atsinanana	Association of Gendarmes'wives	033 14 675 40 034 17 802 67	
22	RATSARAZAFY Vaosolo	F	FPFE	Civil society	032 51 918 14	
23	ANDRIAMANANA Gaétanne	F	CU Toamasina	Chief of service	032 04 195 84	gaetanveva@yahoo.fr
24	ANDRIAMIZARA Sedera Norolalao	F	Région	General Secretary of association SOFIA	032 43 654 79 033 08 777 61	
25	Céline Marie Yolande VIA	F	FPFE / GEMSA	Deputy chair	032 04 682 26	via_yolande@yahoo.fr
26	RANAIVOSON Gilbert	M	CU Toamasina	Chief of Human Resources departement	033 12 672 50 034 15 892 82	naivoson501@yahoo.fr
27	RAZANARAZO Yvonne Arlette	F	CU Toamasina	Local councillor	032 07 552 79	razanarazoarlette@gmail.com
28	RAZAFINDRAKOTO Gaby	F	FPFE GEMSA	Secretary	032 04 410 43	gabyrazafy@yahoo.fr
29	RANDRIANARIMANANA André	M	CU Ambatondrazaka	Civil Society	033 04 600 39	
30	RAFANOMEZANTSOA	M	CU ambatondrazaka	Civil Society	033 29 809 69	

N°	NAMES	SEX	ORGANIZATION/ MUNICIPALITY	DESIGNATION	TELEPHONE	E mail
	Falimanana					
31	RAKOTO Albert Jacky	M	CU ambatondrazaka	Civil Society	034 37 926 29	
32	RABEZANAKA Télésphore	M	Cu Ambatondrazaka	Justice and Peace	034 18 090 74	
33	RAKOTOMALALA Mbolatiana	M	CU Ambatondrazaka	Civil Society	034 18 090 74	
34	RAZANAMALALA Florine	F	CU Ambatondrazaka	Civil Society	034 13 718 01 033 11 217 99	florinerazanamalala@gmail.com
35	ANDRIAMIARISOA Roger	M	CU Ambatondrazaka	Local councillor	032 43 103 22	
36	RASOARILALAO Rolentine	F	CU Ambatondrazaka	Local councillor	033 11 614 14 034 18 348 08	
37	RAFIDIMANANA Louis Fidèle	M	CU Ambatondrazaka	President of Local Council	033 14 559 40	
38	RATOVOARIMANANA Zandrison-Né	M	CU Ambatondrazaka	General Secretary	034 13 71	
39	RASOAMANIRY	F	CU Ambatondrazaka	Local councillor	033 14 960 41	Rasoamaniry@gmail.com
40	ANDRIANIRINA Haja Patrick	M	CU Ambatondrazaka	Local councillor	034 03 355 57	
41	RASETNIRINA Ralotorahalaly	M	CU Ambatondrazaka	Local councillor	034 31 349 90 033 14 779 83	

Attendance statistics per sex

Females	23	56%
Males	18	44%
TOTAL	41	100%

Annex C: Gender Action plan for Ambatondrazaka 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						
Increase council's level of awareness around national, regional, international commitments that the country has made especially the SADC Protocol on Gender and Development and the National Gender Policy	Councils should have standard training on national, regional and international commitments made by the country at each induction session.	Gender Links	Training workshop and	Council and responsible of the village in the council	By 2010	
Ensure that there is a gender policy in the council and it is implemented.	Advocate for the development and implementation of a gender policy for the council.	Mayor and the chair of the council	Gender links workshop	Policy document and resolution number	By December 2010	
Gender issues are given a high political profile by the Council and has a political champion	Provide training for key councillors on gender issues to ensure that gender issues are	Mayor, the member of council, gender links	Rasoamaniry - council	Resolutions that can be implemented	By 2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	championed by key politicians.					
I. GOVERNANCE						
Representation						
To increase the number of women councillors in the next election and to organize a campaign	Public Advocacy that there will be gender equality in the local council by 2011 at the latest.	council	All political parties	50% women councillors in the next election	2011	
Increase the percentage of women councillors in the committee of the council	To sensitize the committees elected to support the female candidate during the committee election	The participant for the workshop	All committees	50% of women in the committee of the council	2011	
To make sure that the number of women in leadership functions is the same as that of men, in the local government.	The council takes responsibilities to have equal numbers of women and men in leadership functions	Council and others in those positions	Local government	50% women	2011	
Participation						
Increase women participation because political party's actions often neglect the main problems they are concerned with.	Setting up of women's associations/groups having the same interests, from various political parties. (See Gender Management System)	council	Women councillors	Increase of the number of women's associations or groups having common social interests	2011	
Capacity building of women councillors so that they can determine what is thought to be essential for women issues	Conferences -Visits to Local governments(councils)	council	All women councillors	Visits to 7 Local councils will be performed (35%)	2011	
	Analysis of training needs of women councillors ,gender training , for instance, or concerning public	council	All women councillors	<i>Women councillors will have capacity</i>	2011	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	speaking or about how to have self confidence					
Capacity building for men about gender and sensitization to support gender equity.	Conducting training sessions for the councillors	council	Gender links workshop	11 members of the council, 9 men and 2 women	2011	
	Hold exchanges and sharing ideas about gender with men councillors	council	Gender links and all member of the council	Mayor, member of the council and the decision makers	2011	
Public participation						
To ensure that women and men participate equally in community matters	Collect, disaggregate and analyse data on communities.	Council executive	Council executive	Gender based plan	By 2011	
	Encourage men to participate in public meetings and on issues that are traditionally considered to be only of concern to women.	Council executive and the responsible of each village	Council, the responsible of the village	Meeting in the village	ongoing	
	Educate, inform and disseminate information in indigenous languages on issues that affect women such as utilities, payment of bills, housing opportunities, contracts and employment opportunities and HIV and AIDS	Council	CSB (health centre), council	15 community meeting		
II. PLANNING						
To integrate Gender in Development Plan To ensure that gender is integrated in the system	To set up a Gender Committee	Council	Council	-The Gender Committee is set up	2010	
	To sensitize public about the necessity to	Council	Council	Gender mainstreaming is visible in the modification or	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
and policy and all the action implementation steps within the local government	integrate gender in the development steps within the council , in the implementation of action plans at ministry level			updates of development plans		
	To get Gender Committee in the drafting in details of development action plans of the local government	Council	Council			
III. GENDER IN EXISTING PROGRAMMES						
Security and emergency services						
Information and sensitization of women , especially the housewives who live in precarious housings prone to fires that can destroy the houses And their earning	To conduct training for women about fire prevention,	council	Women in the village and specially the housewives	5% of women are trained and know about fire prevention	2011	
The economy and job creation						
To facilitate equal employment opportunities because women are disproportionately affected by high levels of unemployment	The council has a local economic development plan that targets women entrepreneurs as key beneficiaries	Council	Mission statement	Revised mission statement	By 2011	
	Ensure that women and men benefit equally from informal trading facilities in the council.	Council	Women and man in informal sector	50-50% representation	By 2011	
To obtain sex disaggregated data on unemployment levels in	Conduct surveys, collect data and analyse it in conjunction with NGOs	Executive council	Statistic department	Statistic data	By 2012	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
local authorities	and CSO					
Poverty eradication						
Draft a gender mainstreaming strategy to address deep poverty that affects women , especially the household run by women	To set up a close collaboration between Basic Community (VOI) and NGOs that are already working with needy households and to support them	Council Association of women fish sellers	Association of women	-The fish selling along the streets decreased by 100%	2011	
Business support						
To promote women's participation in the business sector where they are poorly represented	To integrate small businesses run by women as activities to bring about economic growth	Council Business people	Council	The number of business women will increase to 30%	2011	
Informal sector						
To promote equality as to the access to market share	To integrate women in sectors that bring about economic growth	Council	Council	They get into formal sector.	2011	
INFRASTRUCTURE						
Housing						
Water, sanitation and electricity						
To ensure that women who get unsatisfactory services can get adequate and affordable basic services	public washhouse and toilets & shower	council	Health		2011	
	To make sure that women have been consulted prior delivery of services.	council	Health	<i>60% of the audience is women.</i>	2011	
	To make sure to employ women in the	council	Services	<i>To have 75% of them run by women.</i>	2011	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	construction and maintenance of those services;					
Environmental health						
To give responsibilities to women in environment protection projects or to make them take part in businesses related to environment	Women are consulted in the management of waste.	Council NGO Partnership	Association	Cleanliness of the town	2011	
To get women's ideas to solve waste removal problems since they are the first concerned with the issue	Women's needs should be taken into account in the location of cemeteries.	Council	Association	50% of participants are women	2011	
HEALTH						
To ensure that women can access to health centres and that they get basic care easily	Building of health centres for women among which family Planning services, centres for people having AIDS , a centre for people who are seriously ill , counselling centre and centre for basic health care.	Council NGO	Health	Seven (7) Centres will be built.	2011	
To address the health problems due to the situations of women and children who are numerous among vulnerable people who get easily sick because of food insecurity.	Implementation of nutrition and food security programme	C U ONN Santé nette - UNICEF	Health	Number of undernourished children reduced by 19%. It will be measured by the lack of weight rate.	2011	
HIV and AIDS						

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Prevention						
To precisely determine the spread of HIV/AIDS within the council	To collect sex disaggregated data about HIV/AIDS within the council ; to promote gender in the national , regional, local basic HIV/AIDS action plan	Council Health ministry NGO	Council	The data exist	The whole year	
	Teaching in school about reproduction organs and that promote gender	School	Council	School boys and girls know about reproduction organs and gender	2011	
To educate women and men to ask for advice and to do a voluntarily testing which largely help in the prevention of the spread of HIV/AIDS	To get sex disaggregated data about VCT. To use these data to draft an action plan to raise awareness among men and women to be volunteers in counselling	Council ONN FID	Council	People aware of voluntary testing necessity	2011	
Treatment						
To closely examine the situation since most of the time women are the last to get free treatment if available	To get sex disaggregated data about those who get treatment ; to take corrective actions	Council Health Ministry	Council	Knowledge	2011	
Facilitate the access of women to social assistance since they carry the burden of care work for people living with HIV/AIDS and girls assume parents 'responsibilities in taking care of siblings.	To facilitate the creation of support group and counselling for those who provide care to the patients.	Health Services Club of service	Health service	To get numerous advisers	The whole year	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Social development						
To ensure gender equity in the use of sports , arts, culture and leisure facilities by men and promote traditional games that both men and women can play	To organize a gender action plan; to draft an infrastructure to ensure equal men and women's satisfaction from it	Council	Council	The new facility is built and effectively used.		
Assistance to women to enable them to use more the public and sport facilities which meet better the men's needs concerning traditional games (football and rugby)	To promote sports among women. To set up women sports club	Council	council	45% of women will take part in sports	2011	
	To build more sports facilities and to integrate facilities for women in the existing ones.	Council	council	Mixed playgrounds and synthetically playgrounds	2011	
	Creation or rehabilitation of large rooms	Council	Council	Creation of a big Festival Facility.	2011	
To inform vulnerable women about the financial help they can get and how they can get it.	Waste recycling	Council and department Ille et Villaine NGO FIFIFA		Composting	2010	
To fight against the stereotype that it is only women that are responsible for the education and care for children and sensitize men about Parents' responsibilities.	To implement an action plan about sensitization of men and women about parents' responsibilities.	Council	Parents	Gender equity	2010	
IV. EMPLOYMENT PRACTICES AND ENVIRONMENT						
To increase the number of women working in the	Notices and announcements	Council Media	34% women employed in	Number of women working inside the local government	January 2011	Existing

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
council			council	increase by 10.		
	To deal with partiality existing between men and women	Council	Council	Increase by 50% of the rate of women working in the local government	January 2011	
	To integrate women objectives as a key element to be taken into account in the work contracts established by the local government	Council	Council		2011	
Selection and recruitment						
To ensure that job opportunities are equal for both men and women in all the phases of worker selection and recruitment	To design a structure that can control all the gender aspects in the field of employment	Council	Human resource	Setting up a trade union	There was one in 2009	Existing
	Implementation of the secure employment policy so that women's objectives can be achieved.	Council	Council	Gender equity	2011	Existing
	Integrating gender equality in the policies and the execution of the work inside the structures of the local government	Council	Council	Staff: 20% women Local Councillors: 20% Workers: 62% Men 38% Women	2011	Existing
Career pathing						
To give knowledge and training to women workers who were dominated before, through capacity building and leadership so that they can get the skills needed to perform their work and have a plan in their professional	Certification and assessment of all the local government workers' capacities	Council	Human resources	120 Land title deeds have already been issued – The PCOP (The Chart of accounts for public operations) has been implemented - EKA- The setting up of road signs- The granting of construction authorizations	2011	Existing

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
promotion.	Give information to councillors, to the Basic community (VOI) and the members in the Civil Society.	Council	Council	Ordinary Session: 30days Extraordinary Session: 21days	2011	Existing
	To increase the number of types of education given to girls.	Council NGO	Council	6% of women in Cutting and Sewing 5%: Hairstyling 2% :The art of cooking	2011	
Work conditions and environment						
To facilitate women's equal participation in the workplace by providing support for parents because parenting responsibilities have continued to be the main responsibility of women.	Sensitize men to take care of the baby	Council, association	Young married, before wedding	100% of the married	By 2011	
	Provide flexible work arrangements for parents.	Mayor and council	employees	Both men and women can take care of their baby	By 2011	
V. GENDER MANAGEMENT SYSTEM						
Budget, monitoring and evaluation						
Capacity building						
To make sure that a training session will be held to inform all the workers and the civil society about gender mainstreaming	Facilitation of capacity building training for the people in the gender mainstreaming system.	C U (Urban council) Gender Links	Gender links	Four (4) trainings will be the objectives. FIVE (5)out of the NINE (9) Fokontanys	2012	
	Close collaboration with trainers by giving a training planning.	C U NGO	CU	<i>idem</i>	2012	
	Give Training planning to the councillors, the top executives and the representatives of the different civil societies.	C U	CU	<i>Councillors: 100% Civil Societies:6</i>	2011	
	Evaluation of results of	C U	CU	<i>Councillors: 100%</i>	2012	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	the trainings.			<i>Civil Societies:6</i>		

ANNEX D: GENDER BASED VIOLENCE ACTION PLAN FOR AMBATONDRAZAKA COUNCIL

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
Support						
Help people who are direct victims concerned	Provide those people with daily needs through network, team channel.	People who have been specially trained and the official authorities Individuals Various associations Different services		Have everyone take respective responsibility Increase the knowledge of people about GBV	From October 2010 to 2012	
Rehabilitate those victims	Set up a strategy so that the victims can get their strategic needs (and to set up gender) psychological support	A network or team where you have different people from various services (doctor, policeman, ...)		-ability to be a member and take part -the victims can get assistance immediately -setting up strategy by 2011	From October 2010 to 2012	
Budget allocation						
-To make sure that the funds and tools provided to network system are effectively used for gender mainstreaming activities	-to reserve action plan and tools to fight against GBV, to integrate gender	network - silent partners	Council	This action plan drafted according to the corresponding budget in a transparent and well managed way	2011	
Monitoring and evaluation						
To set up a special evaluation and monitoring structure to ensure that everything is well controlled	a quarterly meeting to report and evaluate the special monitoring structure	-network -special structure		the implementation of all this is well managed and transparent	2010	
Prevention						
To protect women and girls against domestic	To conduct a survey in the nine FKT			-Decrease of the number of women and girls victims of domestic violence	From October 2010 to 2012	

violence						
To build a peaceful community free from violence within the household, and to set up gender as priority	To analyse the findings of the surveys.	People who have been specially trained		The community of households free from violence	From October 2010 to 2012	
	To have discussions with the community and the officials			Emphasis on the existence of Gender in the community	From October 2010 to 2012	
<i>Public awareness campaigns</i>						
Educate community to eradicate violence and to work together in implementing gender .	Sensitization at each level -each individual -the officials of different categories will work together -various services	People who have been specially trained and the official authorities		Change of mentality and the way to see things	From October 2010 to 2012	
	set up a permanent network system -setting up social services -drafting an action plan common to all parties concerned	People who have been specially trained , various services, associations, official authorities		Change of mentality and the way of perceiving.		

ANNEX E: GENDER ACTION PLAN FOR TOAMASINA 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						
Increase council's level of awareness around national, regional, international commitments that the country has made especially the SADC Protocol on Gender and Development and the National Gender Policy	Councils should have standard training on national, regional and international commitments made by the country at each induction session.	Gender Links	Training and workshop	Council and the person in charge of the village in the council	By 2010	
Ensure that there is a gender policy in the council and it is implemented.	Advocate for the development and implementation of a gender policy for the council.	Mayor and the chair of the council	Gender links workshop	Policy document and resolution number	By December 2010	
I. GOVERNANCE						
Representation						
Increase women participation because	Setting up of women's associations/groups	Mayor and Women Association	Council	The beneficiary associations will be more than	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
political parties actions often neglect the main problems they are concerned with	having the same interests, from various political parties. (See Gender Management System)			two political parties concerned		
	To integrate women having common interests into a network at local, regional and national level	Mayor and Women Association	Council	The women network will increase at national level	2010	
Capacity building of women councillors so that they can determine what is thought to be essential for women	To assess the capacity women have	Women Councillors (MUNICIPAL COUNCIL)	Council	Existence of a data base about the councillors special needs	2010	
	Training Needs analysis for women councillors, gender training, for instance, or regarding public speaking skills, or how to have self confidence ...	Women Councillors (MUNICIPAL COUNCIL)	Council	<i>50% increase in participation</i>	2010	
Capacity building for men about gender and sensitization to support gender equity.	Conduct training sessions for councillors and high executives women or men	Mayor and MUNICIPAL COUNCIL and Federation of women association (FPFE)	Council, FPFE	<i>50% men compared to women</i>	2010	
	Hold exchanges and sharing ideas about gender with men councillors and officials.	Mayor and MUNICIPAL COUNCIL and Federation of women association (FPFE)	Council, FPFE	<i>They have been organized Once every three months.</i>	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Participation						
To promote gender equality in the number of women and men in the FKT Committee	To promote gender equality in the number of women and men in the FKT Committee	Mayor and MUNICIPAL COUNCIL And FKT (Fokontany) Chiefs	Council, Fokontany	50/50	2011	
To sensitize men in the council and to ensure that they are not worried about gender.	To organize action plan with men's group	Mayor and MUNICIPAL COUNCIL And FKT Chiefs	Council, Fokontany	Data about men is available.	2011	
	To convene the public if there is a meeting to be held	Mayor and MUNICIPAL COUNCIL Associations And FKT Chiefs	Council, Fokontany	Effective participation of everybody	2011	
Public participation						
II. PLANNING						
<i>Drafting a development action plan in the local government</i>	To hold a training session to collect people's expectations	Mayor	Council	Effective participation of all categories	2011	
	Elaboration in details of public policy	Mayor and MUNICIPAL COUNCIL	Council	Effective participation of all categories , women or men, old or young	2011	
III. GENDER IN EXISTING PROGRAMMES						
Security and emergency services						
The economy and job creation						
To ensure gender equity in job opportunities because unemployed women are far more numerous than	Training in job opportunity	Mayor , MUNICIPAL COUNCIL and Employment services (Civil Service -FOP- and Employment)	Council	The increase of number of women who get jobs		

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
men	To inform women about the economic sectors they can have access to.	Mayor , MUNICIPAL COUNCIL and Employment services (Civil Service -FOP- and Employment)	Council	The increase of number of women who get jobs .		
Procurement						
Poverty eradication						
Draft a gender mainstreaming strategy to address deep poverty that affects women , especially the household run by women	To elaborate a n action plan about nutrition and food security	Mayor, MUNICIPAL COUNCIL And FKT Chiefs, Associations and Health Officials	Council	90% of children get sufficient food	2010	
	To set up a close collaboration between Basic Community (VOI) and NGOs that are already working with needy households and to support them	Mayor, MUNICIPAL COUNCIL And FKT Chiefs, Associations	Council	Poverty decrease	2010	
Business support						
Promote women participation in business for very few women are present in the sector	To integrate small businesses run by women as activities to bring about economic growth	Mayor, MUNICIPAL COUNCIL And Associations	Council	Increase 70%	2010	
	To encourage private and public sector collaboration in the field	Mayor, MUNICIPAL COUNCIL , NGO	Council	Three fold Increase	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	of business					
Informal sector						
	To integrate women in formal partnership that ensures economic growth	Mayor, MUNICIPAL COUNCIL all the tax officers	Council	50% of women will belong to an development association	2010	
To ensure gender equity as to the benefit from tenders and offers	To employ women and men in the realization of action plan in the extension of infrastructure that the population uses	Mayor, MUNICIPAL COUNCIL	Council	Equal number of women and men who get procurements offers	2010	
INFRASTRUCTURE						
Housing						
To promote Gender equity as to the Land property right	To increase choice opportunities regarding the housing affordable to needy households	Mayor and MUNICIPAL COUNCIL	Council	50% of women are land owners	2012	
	Facilitation of women access to land property.	Mayor and MUNICIPAL COUNCIL	Council	70% of women will have a land title deed	2012	
	To conduct surveys to get sex disaggregated data	Mayor and MUNICIPAL COUNCIL FKT Chiefs	Council		2012	
	To control construction plan	Mayor and MUNICIPAL COUNCIL	Council	Construction of standardized housing	2010	
To ensure women participate in house construction sector because the precarious	Control of the quality of construction by the concerned services And survey before	Mayor, MUNICIPAL COUNCIL	Council	High Quality of Houses built in the town	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
conditions of housing may affect women, since most of the time women take care of the household.	accepting the building of the house.					
To encourage women to take up house construction	Capacity building for women in house construction.	Mayor, MUNICIPAL COUNCIL And the officers in charge of vocational training	Council	The number of women in this sector will increase	2010	
Water, sanitation and electricity						
Assurance that women who get unsatisfactory services can get adequate and affordable basic services	To deliver affordable services to needy households	Mayor	Council	50% households are beneficiaries	2010	
	To incite women to manage and maintain these services and facilities	Mayor and FKT Chiefs	Council	50% women supervise the facilities	2010	
Environmental health						
To involve women and men in taking responsibility in the protection of environment.	To get everyone involved and participate in waste management , removal and recycling or safe water projects	Mayor, MUNICIPAL COUNCIL And FKT Chiefs, Associations	Council	Cleanliness of the town, pure air, safe drinking water, population in good health.	2010	
To get everyone's ideas in the search for various solutions about waste removal.	To get everyone's ideas in the search for various solutions about waste removal and thus hold meeting with the population at FKT	Mayor, MUNICIPAL COUNCIL And FKT Chiefs,	Council	-every one will be responsible and there will be no waste heaps in the FKT.	2010	
Emergency						

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Information and sensitization of women , especially the housewives who live in precarious housings prone to fires that can destroy the houses And their earning	To conduct training for everyone about fire prevention	Mayor, MUNICIPAL COUNCIL And FKT Chiefs, Associations	Council	90% decrease of disaster occurrences	2011	
HEALTH						
To ensure that women can access to health centres and that they get basic care easily	To increase the number of mobile health units and distribute them in a fair way	Mayor, MUNICIPAL COUNCIL and health officers	Council	Twofold increase of the number of campaigns	2011	
	Construction of health centres for women , among which family planning service, a centre for people having AIDS , the centre for seriously ill patients, a centre for counselling and providing basic health care	Mayor, MUNICIPAL COUNCIL and health officers	Council	Still two to be built (At administrative area of firaisana Morarano: large population)	2011	
Addressing heath issues due to situations of women and children who are numerous and vulnerable due to poor diet.	To implement an action plan for nutrition and food safety	Mayor, MUNICIPAL COUNCIL and health officers or NGO, Club of service	Council	Decrease by 90% of malnutrition. Corporation with health Committee at FKT level and undertaken by health Community agents.	2011	
HIV and AIDS						
Prevention						
To determine clearly the	To get a sex	Mayor and MUNICIPAL	Health	Sex disaggregated data base	Long time ago	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
spread of HIV/AIDS among women and men within the council	disaggregated data about HIV /AIDS inside the council ; to give importance to gender in the regional or local HIV/AIDS action plan	COUNCIL Heath Officials or NGO	officials			
	To promote the use of feminine condoms	Mayor and MUNICIPAL COUNCIL Health Officials	Health officials	70% of women use condoms	Long time ago	
Social development						
Assistance to women to enable them to use more the public and sport facilities which meet better the men's needs concerning traditional games (football and rugby)	To promote sports among women. To set up women sports club	Mayor, MUNICIPAL COUNCIL And FKT Chiefs, sports clubs	<i>Council</i>	50% increase of women participation	2010	
	To build more sports facilities and to integrate facilities for everyone	Mayor And MUNICIPAL COUNCIL	Council		2010	
	Creation or rehabilitation of large rooms	Mayor And MUNICIPAL COUNCIL	Council	Threefold increase	2010	
To ensure gender equity in the use of sports , arts, culture and leisure facilities by both men and women and promote traditional games that both men and women can play	To organize a gender action plan; to draft an infrastructure to ensure equal men and women's satisfaction from it	Mayor , Sports, Arts and Culture, Officials	Council	Equal satisfaction	2010	
To ensure that women needs are determined	To collect sex disaggregated data to	Mayor and MUNICIPAL	Council	There will be statistical data about the use of public	2015	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
clearly and met and to make sure that women and children can use safe public transport	determine clearly who the users of public transport are, and whose needs are met and whose needs are neglected.	COUNCIL and transport cooperatives		transport (to have a document with complete statistics)		
	To ensure security at taxi, bus station to secure people's transport, especially for women and children.	Mayor, MUNICIPAL COUNCIL and Police	Council	Order /security at means of transport station	2010	
	To ensure security related to that effect	Mayor, MUNICIPAL COUNCIL and Police	Council	Decrease by 80% of violence	2010	
IV. EMPLOYMENT PRACTICES AND ENVIRONMENT						
To increase the number of women working in the local government	To get Gender as priority in the action plan to be carried out, in a precise way.	Mayor and Local Council (MUNICIPAL COUNCIL)	Council	Women managers reaching 50%	2011	
	To integrate women objectives as key elements to be taken into account in the work contracts established by the local government	IDEM	Council	80% of women employees are aware of their rights	2011	
	Appropriateness of job skills requirements to Gender Mainstreaming structure in the employment field	IDEM	Council	women = men	2011	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Selection and recruitment						
To ensure that job opportunities are equal for both men and women in all the phases of employee selection and recruitment	To design a system that can control all the gender aspects in the field of employment	Mayor and Local Council MUNICIPAL COUNCIL	Council	System drafted	2011	
Career pathing						
To inform and train equally women and men employees , through capacity building and leadership training to enable them to improve skills in carrying out their work and to determine path career	Certification and assessment of all the local government employees ` capacities	Mayor	Council	Checked in each service	2010	
	Drafting and implementation of various capacity building for employees and councillors.	Idem	council	Increase in number of MOU	2011	
	Give information to councillors, to the Basic community (VOI) and the members in the Civil Society.	MUNICIPAL COUNCIL and FKT Chiefs	Council	50% women are FKT Chiefs	2011	
	Draft system for good governance by the use of internet	Mayor and MUNICIPAL COUNCIL	Council	Internet network installed within each administrative area.	2012	
	To increase the number of Vocational training schools , for boys and girls	Mayor and MUNICIPAL COUNCIL and DREN	Council	Four fold increase	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Needs analysis regarding the capacity within the civil society and the gaps in the basic economic field.	Mayor, MUNICIPAL COUNCIL and FKT Chiefs	Council	Getting reliable data	2010	
	To draft action plan to reinforce targeted capacity building	Mayor , MUNICIPAL COUNCIL and FKT Chiefs	Council	50% of needs are achieved in capacity building	2011	
Work conditions and environment						
To facilitate equal participation of women at work place by supporting women with children since child care is mainly the first responsibility of women even if they work	Provide a facility needed for child care for the local government employees.	Mayor and MUNICIPAL COUNCIL	Council	A special room for breastfeeding	2012	
	To allow employees who are mothers to have flexi time so that they can do their duties as mothers.	Mayor	Council	Arrangement in the schedule		
Draft and implement policy against sexual harassment within the Local government	Drafting and implementation of policy against sexual harassment.	Mayor	Council	Policy against sexual harassment drafted	2010	
To make sure that life of women or men working at night is protected.	Protection of women and men working at night	Mayor and MUNICIPAL COUNCIL	Council	Security policy implemented	2010	
V. GENDER MANAGEMENT SYSTEM						
Gender structures						
To define gender policy related to the current situations and which requires the council approval and to be	To set up a gender committee to analyse the current situation, to draft a policy action plan in gender	Mayor and MUNICIPAL COUNCIL, Associations, NGO	Council	Existence of gender action plan	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
implemented by gender management system	mainstreaming.					
	Approval of policy action plan to be followed by local council committee to promote gender	MUNICIPAL COUNCIL	council	A clear policy	2010	
To set up the different structures in charge of gender mainstreaming and to make sure they have the power required to carry out their work and to get participation of all executive people.	Setting up and Standardization of the Gender mainstreaming Structures .	Mayor and MUNICIPAL COUNCIL, Associations	Council	Existence of an efficient system	2011	
	To set up a Gender steering Committee	Mayor and MUNICIPAL COUNCIL, Associations	Council	Existence of committee.	2011	
	Recruitment/appointing an expert in Gender	Mayor and MUNICIPAL COUNCIL, Associations	Council	A team of experts has been appointed	2011	
To integrate Gender in Development plan	To integrate Gender in the Local government Action Plan	Mayor and MUNICIPAL COUNCIL, Associations	Council	Women dare take responsibility	2011	
To make sure that Gender is integrated in all the system, the policies and all the procedures throughout the Local government.	To inform public about the necessity to integrate Gender in all the development phases within the Local Government.	Mayor and MUNICIPAL COUNCIL, Associations	Council	Gender mainstreaming is visible in the modification or updates of development plans	2011	
	To get the people in	Mayor and MUNICIPAL	Council	There is a supervisor of	2011	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	charge of Gender take part in the detailed drafting of the integration of Development action plan within the municipality	COUNCIL, Associations		gender management system		
Budget, monitoring and evaluation						
To make sure to allocate a budget to prioritized gender mainstreaming action plans	Analysis of gender mainstreaming in the local government budget.	Mayor and MUNICIPAL COUNCIL	Council	There is a special budget allocated to carry out basic gender analysis.	2012	
	To encourage budget allocation for the initial projects promoting gender an their implementation	Mayor and MUNICIPAL COUNCIL, stakeholders	Council	There is a budget and the action plans are carried out.	2012	
Use of sex disaggregated data in control and evaluation of gender mainstreaming as far as possible.	To collect sex disaggregated data	Mayor and MUNICIPAL COUNCIL Associations	Council	To have all data , sex disaggregated	2011	
Capacity building						
To ensure that there is a training conducted to inform all employees and civil society about Gender	To facilitate that the people involved in Gender Management System get capacity building.	Mayor , MUNICIPAL COUNCIL and civil society	Council	Twice a year , 50/50 men and women	2010	
	Give Training planning to the councillors, the top executives and the representatives of the different civil societies.	Mayor , MUNICIPAL COUNCIL and civil society	Council	50% of MUNICIPAL COUNCIL, staff ,high executives and civil society representatives	2010	
To make sure that the number of women in	The CU takes responsibilities to have	Mayor and MUNICIPAL	Council	50% of councillors are women	When there is an election	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
leadership functions is the same as that of men, in the local government.	equal numbers of women and men in leadership functions	COUNCIL				

ANNEX F: GBV ACTION PLAN FOR TOAMASINA

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE

Support						
The committee which has been set up implements efficiently the action against GBV inside the FKT	- for e.g. clean the FKT - pull down the old damaged , and abandoned houses	local authority NGO Basic community		The old and damaged housings or buildings are pulled down.	Jan –March 2011	
Those who get training carry out advocacy for the local authorities about the taking in charge of the victims of GBV	Carry out surveys - takes care of the documents needed for that effect - gives care to the injured from GBV			Surveys are carried out. Local authorities trained	Jan –March 2011	
Coordination						
Prevention						
Eradicate violence perpetrated towards young boys and girls, mainly the minors -everybody knows the rights and the laws	Awareness arising within the FKT	Associations within the area		70% of young boys and girls are protected against violence	Jan-March 2011	
	Setting up a GBV committee	local authority NGO Basic community		One Committee in each FKT	Jan-March 2011	
	Information and training about the rights and legislation regarding violence	trainers		50% of population inside the FKT convinced and dare inform the authorities in charge of eradicating GBV	Jan-March 2011 25Nov-10 Dec	

ANNEX G: GENDER ACTION PLAN FOR MAHAVELONA FOULPOINTE 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						
Increase council's level of awareness around national, regional, international commitments that the country has made especially the SADC Protocol on Gender and Development and the National Gender Policy	Councils should have standard training on national, regional and international commitments made by the country at each induction session.	Gender Links	Training and workshop	Council and responsible for the village in the council	By 2010	
Ensure that there is a gender policy in the council and it is implemented.	Advocate for the development and implementation of a gender policy for the council.	Mayor and the chair of the council	Gender links workshop	Policy document and resolution number	By December 2010	
I. GOVERNANCE						
Representation						
Increase the number of women councillors in the	Public Advocacy that there will be gender	Local Govern	Political parties	50 % increase in the number of women	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
elections in 2010 and to organize a campaign	equality in the local council by 2011 at the latest.	ment Political Parties Civil society		Councillors		
Increase the percentage of women councillors in the committee of the CU	Support from political parties to women candidates	Political Parties	Political parties	50% increase is the objective	2010	
Participation						
To promote gender parity in the number of women and men in the local government	To promote gender parity in the number of women and men in the local government bureau	LOCAL GOVERNMENT	Council	50 per cent of women will be given responsibility in the bureau (executive members) of the LOCAL GOVERNMENT	2011	
To collect women's ideas about integrating in development actions plans.	Special Training in participation for women	LOCAL GOVERNMENT Associations	Council	The target rate for women participation is 50 percent	2011	
Public participation						
II. PLANNING						
III. GENDER IN EXISTING PROGRAMMES						
Security and emergency services						
The economy and job creation						
Gender integrating economy	To inform women about the business opportunities they can do	OTIV, PPRR, PSDR	PPRR	35% of women can have their businesses. How to evaluate success? A: analysis of the surveys carried out	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
To make sure that the number of men and women working in tourism sector is equal	To facilitate women's access into and promotion in tourism sector.	Business and Tourism operators	Tourism	50/50 is the rate of women and men working in the tourism sector.	2010	
Procurement						
Business support						
Capacity building of businesswomen in business administration and support them.	To facilitate capacity building and, financing and support to women in business sector.	OTIV CR PPRR PSDR	Council	40% of women have been given capacity building through workshops and support	2010	
Informal sector						
To promote equality as to the access to market share	To link women in sector that brings about economic growth	Local government Tax Services	Council	50% the rate of creation of standardized formal businesses	2010	
	To integrate women in partnerships, in groups of companies etc	Local Government PPRR PSDR OTIV	Council	50% of women is the objective to reach	2010	
INFRASTRUCTURE						
Housing						
To promote gender equality for women in land property	To increase choice opportunities regarding the housing affordable to needy households	Local Government	Council	The percentage of women landowners? A:40% of women	2011	
	Facilitation of women access to land property.	LOCAL GOVERNMENT (Biraon Ifoton'ny	Basic Land property office	The percentage of women landowners? A: Not less than 40/year	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
		Fananantany or BIF) Basic Land property Office				
	Authorization to carry out businesses that have not any substantial impact on economic growth in the very residence house	Local Government	Council	Indicators? A: To carry out survey at basis	2010	
	To carry out sex disaggregated data collecting and analysis	Méddea (NGO) Water supply	NGO	Sex disaggregated data base	2010	
Water, sanitation and electricity						
Assurance that women who get unsatisfactory services can get adequate and affordable basic services	To provide services that meet the financial resources of needy households	Local Government	Council	Needy household get affordable services	2010	
	To make sure that women have been consulted prior delivery of services.	Local Government	Council	Alleviation of the burden for women	2011	
	To make sure to employ women in the construction and maintenance of those services;	LOCAL GOVERNMENT ONG	Council	46% is the percentage of women to work to that effect	2010	
	To lead women and sensitize them in the running and maintenance of these	LOCAL GOVERNMENT	Council	46% is the percentage of women to participate	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	services and facilities					
Environmental health						
Waste removal throughout the administrative area of the council	To get women's ideas in the search for various solutions about waste removal.	LOCAL GOVERNMENT	Council	Conduct of surveys at the basic community level	2010	
HEALTH						
To ensure that women can access to health centres and that they get basic care easily	To increase the number of mobile health units and distribute them in a fair way	CSB Local Government NGO	CSB	40% increase of mobile health units is the objective 100% increase of patients (be it Women or men)	2010	
	Health centres	CSB	CSB	2 centres are being built now	2010	
	Food Security for pregnant mothers and under aged children.	ONN	NGO	60% decrease is the objective for undernourished children	2010	
HIV and AIDS						
Prevention						
To precisely determine the spread of HIV/AIDS among women and men within the council	To collect sex disaggregated data about HIV/AIDS	The different existing associations	Association	Results of surveys carried out will determine the success rate	2010	
	Teaching in school about reproduction organs and that promote gender	Educational hierarchies	Education	Success indicators? A: the School programme	2010	
	To get sex	Differen	CSB	<i>What is the rate of women</i>	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
To educate women and men to ask for advice and to do a voluntary testing which largely help in the prevention of the spread of HIV/AIDS	disaggregated data about VCT. To use these data to draft an action plan to raise awareness among men and women to be volunteers in counselling	t associati ons CSB		<i>and men who will become voluntary counsellors, advisors?</i> A:20%		
To raise awareness about more risk of getting HIV/AIDS from rapes	To inform about the existence of HIV/AIDS	CNLS (Nationa l Committ ee for the fight against AIDS) Associat ions CECJ CSB MINIST RY	CSB	Everyone is educated	2010	
Treatment						
Facilitate the access of women to social allowances since they carry the burden of care work for people living with HIV/AIDS and girls assume parents' responsibilities in taking care of siblings.	Facilitation of social assistance	CSB ONN FANOME LOCAL GOVERN MENT	CSB	People living with HIV/AIDS receive social assistance easily.	2010	
	To facilitate the existence of support or counselling groups for the care workers	CSB SANTEN ET ONN NGO	Ministry	How many people will join support groups? 15%	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
		MERCY MINIST RY				
	To employ volunteers to alleviate the work load of care workers so that they can participate in economic activities	CSB SANTEN ET ONN NGO MERCY MINIST RY RED CROSS	NGO	What is the rate for voluntary care working? 15%	2010	
Social development						
Ability for women to use the existing sports facilities	To promote sports among women. To create women sports clubs	Sports clubs And Associati ons intereste d in the matter	Council	60% women participate in sports and leisure activities.	2010	
To ensure gender equity in the use of sports , arts, culture and leisure facilities both men and women can play	To integrate gender in the construction of facilities	LOCAL GOVERN MENT CECJ Associati ons	Council	Gender mainstreaming	2010	
To inform vulnerable women about the financial help they can get	To collaborate with women associations to inform them better about the existence of loan opportunities	OTIV	Council	Women associations get to know better about the existence of loan opportunities		
To fight against the	To implement an action	CECJ	CECJ	Surveys are conducted at	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
stereotype that it is only women's responsibility to educate and take care of children and sensitize men about parents' responsibilities.	plan about sensitization of men and women about parents' responsibilities			the basic community level		
IV. EMPLOYMENT PRACTICES AND ENVIRONMENT						
To increase the number of women working in the local government	To prioritize Gender in the structure of the activities to be carried out, in a very clear process	LOCAL GOVERNMENT	Council	The percentage of women working in the LOCAL GOVERNMENT increase by 45%	December 2010	5 400 000 Ar
	To deal with partiality existing between men and women in the local government	LOCAL GOVERNMENT	Council	45% are women	December 2010	
	To carry out an awareness raising session about parents' responsibilities	Local Government FPFE CHURCHES ASSOCIATIONS	Council	The decrease of the school drop out rates The decrease of number of working under aged children	2010	
	To support Child Centres and increase of their numbers	LOCAL GOVERNMENT Churches Civil society	Council	The construction of 12 Child centres and efforts to make to have one in each Fokontany at least, in addition to that of Foulpointe the capital	2010	
Selection and recruitment						

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Assurance that job opportunities are equal for both men and women in all the phases of employees selection and recruitment	To design a structure that can control all the gender aspects in the field of employment	LOCAL GOVERNMENT	Council	Renewed structure		
	To integrate Gender in the policy and implementation phases within the systems of the Local Government	LOCAL GOVERNMENT	Council	Gender integrated in the Local Government policy		
Career pathing						
Capacity building of women councillors so that they can determine what is thought to be essential for women	Capacity Assessment of the women	Councillors	Council	Data Base about the special needs of the councillors	2010	
	Analysis of training needs of women councillors ,gender training , for instance, or concerning public speaking or about how to have self confidence	Councillors Trainers	Council	100% of Women councillors are the objectives : 4 per year , and 01 every three months	2010	
Capacity building of men about key Gender concepts and sensitization to support Gender	To conduct workshops training for the Councillors and the authorities/officials women and men.	Authorities and Councillors Associations	Council	Objective: 07 men Councillors or Officials targeted to attend the Gender Training	2010	
	Hold exchanges and sharing ideas about gender with men councillors and high officials	Authorities Councillors Associations	Council		2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Work conditions and environment						
Assurance that job opportunities are equal for both men and women in all the phases of employees selection and recruitment	To design a structure that can control all the gender aspects in the field of employment		Council	Policy for equitable Human resources Management/Employment	January 2011	
	To integrate Gender in the policy and implementation phases within the systems of the Local Government		Council	Structure and policy that give importance to Gender	January 2011	
Elaboration and implementation of policy fighting against sexual harassment within the LOCAL GOVERNMENT.	Elaboration and implementation of a policy fighting against sexual harassment.	LOCAL GOVERNMENT Police Judges Civil society	Council	Implementation of the policy against Sexual harassment. How to control it? A: the setting up of a network protecting the women's rights A: The setting up of CECJ	2010	
To ensure that the life of women working at night is protected.	Protection of Women working at night.	Police and the Vigilance Units	Council	Security for women working at night.	2010	
To make sure that the documents issued by the Local Government do not convey gender stereotypes	To make Gender integrating reports from Local government To elaborate tools to challenge stereotypes	Local Government Communication officers CECJ	Council	Data base about the sensitization of population regarding gender mainstreaming	OCTOBER 2010	
V. GENDER MANAGEMENT SYSTEM						
Gender structures						
To determine the gender policy related to the analysis of current situation in which local government agreement is	To set up a committee in charge of analysing the current situation and determining the action plan related to policy to	Local Government	Council	The different Labour Chiefs of Services brought together	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
requested and to be implemented by Gender service.	be followed in gender mainstreaming.					
	Council Approval of the Policy action Plan related to gender mainstreaming.	Local Government Executive Councillors	Council	The policy to follow A: To set up the committee.	2010	
To set up the different structures in charge of gender Management system	Setting up and Standardization of the Gender management Structures	Local Government Executive Councillors	Council	Increase in number of existing structures	2010	
	To set up a Gender steering Committee	Local Government Councillors	Council	Gender Mainstreaming Committee	2010	
	To prepare the activities for promoting Gender mainstreaming	LOCAL GOVERNMENT Committee CECJ	Council	Activities ready for the promotion of Gender	2011	
	To inform the public about the existence of a Gender management system	CR CECJ	CECJ	-Information through Media -To hold a meeting with the Labour Chiefs of Services.	2010	
	Elaboration of Gender Management System	Committee CR CECJ	CECJ	Approval of strategy and action plan.	2010	
	Gender mainstreaming	Gender mainstreaming	CR	Council		2010

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Policy inside the local government.	in development	Councillors CECJ Chief of Services Media		Visibility in Updating and correcting of gender management system in development plans		
	To get Gender Management System in the Development Plan of the LOCAL GOVERNMENT.	CR Committee	Council	Collect of suggestions and ideas about gender management system in development plans	2010	
Budget, monitoring and evaluation						
Use of sex disaggregated data in control and evaluation	To collect sex disaggregated data	CR Fokontany Different associations	Association	All the data are sex disaggregated, and there is collaboration with various associations	October 2010	
To make sure to allocate a budget to prioritized gender mainstreaming action plans	Analysis of gender mainstreaming in the local government budget	Local Government Stakeholders	Council	A budget for gender mainstreaming is reserved		
	To encourage budget allocation for the initial projects promoting gender:	Local Government Stakeholders Ministry	Council	A sum reserved for the initial projects promoting gender		
Capacity building						
To make sure that a training session will be held to inform all the	Facilitation of capacity building training for the people in the gender	Local Government	GL	4 workshops will be held 85% of existing associations	2010	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
workers and the civil society about gender mainstreaming	mainstreaming system	Associations GENDER LINKS		are the targeted participants		
	Give Training planning to the councillors, the top executives and the representatives of the different civil societies.	LOCAL GOVERNMENT Associations Councillors GENDER LINKS	GL	50 Councillors, executive officials and Civil society representatives are the target population of the training	2010	
	Evaluation of results of the trainings.	Official authorities	GL	85% of the participants can master the main notion of GENDER	November 2012	

ANNEX H: GBV ACTION PLAN FOR MAHAVELONA FOULPOINTE COUNCIL

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
Support						
To set up action plan and activity to support the violence victims due to discrimination	Build a shelter for violence victims	Local government	Council	There is a shelter for violence victims	2013	
	Give vocational training to women so that they are independent financially.	NGO	NGO	Build a training centre for women	2013	
Coordination						
To do possible efforts to ensure that all activities carried out to eradicate GBV are done together	To set up a structure in which several entities, services are working together in eradicating GBV	Local Government; Gendarmeries; FKT, Schools	NGO	Make efforts to develop the structure	May 2011	
Monitoring and evaluation						
To make all possible efforts to ensure that GBV fight is known and controlled	visits to all places or partners working on GBV (Gendarmes, hospitals, shelters, -collect all data from centres and shelters	NGO Local Government	NGO	All shelters or centres taking care of GBV victims are visited and have statistics	2013	
Prevention						
Protection of women not to undergo violence'	sensitization in each FKT, set up a protection committee (school, FKT, hotels)	Mayor, Associations, FKT chiefs ,	Council	Decrease by 15 % the number of women victims of violence	2015	
				Only 2% of young girls will get pregnant	2011	

				Decrease by 15% the women who go to hospital because of violence by 2015	2015	
				Decrease the number of complaints received by gendarmes related to GB	2015	
	Collaboration with official services in the locality (hospital, gendarmes, local government)	Churches, Parents, School directors, Gendarmes	Council			
	clear the dark bushes Destroy damaged houses	The inhabitants The house owners	Council	All the dark bushes are erased There are no damaged and ruined houses any longer	December 2010 December 2010	
	Provide electricity to sandy paths and in each village	Local Government and JIRAMA	Council	All the villages with poles will get electricity	December 2011	
	_Checking of Identity card at nights at hotels, dancing parties, and in the streets. -to limit the hours people can circulate , and the opening hours	Gendarmes, police; business operators	Council	There are no more under aged girls circulating at hotels, dancing parties, etc To have a strict identity check	2012	

	of bars at night					
	Conferences about gender every year and to target protection of women against violence.	Women associations, mayor, CECJ		So that women can know their rights	08 march	
Public awareness campaigns						
To educate population so that they make GBV fight as their priority.	To set up boards (panel) and to have radio or TV broadcasts , building of information centre to make people know the types of GBV Distribution of flyers to individuals to make them aware of GBV	Mayor, Journalists, NGO Women Associations	Council	- The boards (panels) are set up - the radio and TV programmes are broadcast - the flyers are distributed - all the inhabitants are aware of GBV - all the villages which do not have TV have been visited (Mobile Cinema)	2011	
	- To install a giant screen in deep countryside, where there is no TV	idem	Council	idem	16 days of activism	
	-to sensitize men and boys not to have sexual intercourses with minor girls and not to force women to have intercourse with them -creation of leisure facilities (e.g.: sports grounds)	NGO, Basic Community; FKT Chiefs, Women associations	Council	-young people have leisure -organization of sports Contests in the town	16 days of activism 2011	
	-visit among population to find out the changes after the sensitization	NGO, Basic	Council	Decrease of violence in a given area	2012	

	held	Community; FKT Chiefs, Women associations				
	-participation in gender equity implementation	NGO, Women Associations	NGO	Gender equity prevails, Personal relationships are good	2012	
Best practices						
To inform and sensitize the public about the best practices to fight GBV	-produce films or sketches _compose anti violence poems or songs -puppet shows	NGO, Women Associations	NGO	The population gets the messages	2011-2013	
Response						
Implementation of actions that are efficient to address GBV in the community	To set up committees in charge of GBV struggle	Mayor, FKT Chiefs, Basic community	Council	- People are aware - The committee listen to their complaints - The problem is solved	2011	
	- To increase and support the shelters for GBV victims	NGO	NGO	Creation of 05 shelters for GBV victims	December 2011	
	Inform people about	Health	CSBII			

	hospital responsibility towards population about the spread of HIV AIDS, the women and children	agents; CSBII (centre; Red Cross; Health monitor; women Associations		Increase in number of the people who carry out sensitization and help for them.	2011	
	- the treatment to violence victims is free - to set up an independent structure to manage the aids received	Hospitals; ONG; Local Government; Centres	Council	- the violence victims are treated - the independent structure is set up	2011 2012	

ANNEX I: **EVALUATION FORM**

Administrative Information

Sex	18Males 23Females					
Country						
Commune	Toamasina I, Ambatondrazaka, Mahavelona Foulpointe					
Age group	<input type="checkbox"/> 12 - 17	18 -30 8	31- 40 14	41 – 50 9	51 – 60 6	+60 4
Education level	Primary 2	Secondary 22	Tertiary 11	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. PROGRAMME DESIGNING	21	13	7		
2. PROGRAMME CONTENT	13	26	3		
3. DOCUMENTATION	20	16	5		
4. FACILITATION	15	21	5		
5. GROUP WORK	11	24	6		
6.OUTPUTS	7	25	10		
7. OUTCOMES AND FOLLOW UP PLANS	5	24	11	1	
8. LEARNING OPPORTUNITIES	14	20	7		
9. NETWORKING OPPORTUNITIES	7	23	6	4	
10. ADMINISTRATIVE ARRANGEMENTS	6	20	11	4	

COMMENTS

1. Which session did you find most useful? Why?

- The fight against violence and group work.
- Gender and development.
- Gender and fight against violence because most of people live in violence
- The drafting of Gender Action Plan and the fight against Gender Based Violence.
- The SADC protocol, QUIZ and the questions and answers.
- All the sessions are useful.
- The stereotypes as it made me think about subjects I've never thought about.
- For me, all the topics are useful for a change of behaviour is needed.
- The fight against violence is a very useful session because violence is a barrier to development.
- The general idea about gender and governance.
- Gender and leadership because I was made aware of things I can do.

- Gender and governance because it praises the reputation of women to have courage in the decision making
- Drafting the action plan because from now on I have the capacity to draft an action plan
- Leadership because I have already studied it before this training

2. Which session did you find least useful? Why?

None

3. How will you apply what you gained from this training?

- We will apply it in our association (action plan), the community, the family, in the daily life.
- We approve during the council meeting the budget for the setting up of gender.
- We will sensitize the community starting by explaining gender
- Encourage women to take part in decision making.
- None
- I inform everyone about the existence of gender and gender based violence action plan.
- Transmit everything we did here to the local government level.
- The publication of the action plan in our association.
- By going to the coal face
- As a responsible for a commune, I should include , during budgeting draft, the gender approach and the construction of a building to be used as listening centre for women victims of violence
- Raise awareness of men and women of each district in the town, with the other members on gender approach and stereotypes
- It will depend on the mayor, because the Mayor is our chief and he will give us the order to execute the work.
- It will depend on the first person in charge of the Commune.
- The collaboration with the mayor further to the action plan already drafted.
- It depends on the circumstances.
- Awareness rising of the district.
- To convene a meeting with the district and explain to people all the chapters studied here.
- To apply it in the Listening and Legal Advising centre (CECJ).
- To apply it at educational level as I am a primary school teacher.
- As a journalist, I will publish what we did here in the media

Other comments?

- Not enough time for the training, and the drafting of the action plans
- We request to increase the number of participants if possible.
- I thank the representative of Gender Links, and he facilitator in Madagascar to have allowed us to receive this training because it was much interesting to me. Thus my knowledge is improved.
- Women and children's rights should be added in the program for the next training.
- The continuation of the training in order to reach the gender objectives is welcome.
- To extend Gender Links network to the whole country.