

REPORT

CENTRES OF EXCELLENCE STAGE THREE WORKSHOP

Country: Madagascar
Council: Rural Council of Andoharanomaitso,
Fianarantsoa

Dates: July 26- 28, 2010
Venue: Catholic Refectory



Figure 1: Participants at the Andoharanomaitso councils doing group work

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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 26– 28 July 2010 at the Catholic Refectory with the Andoharanomaitso Council.

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

The workshop saw the participation of the Mayor of the Rural Council (C/R) and the different councilors of different categories of the C/R, the Deputy Chief of the District of Isandra and the assistants of the ex-Deputy of Isandra, the Midwife and the CSB2 health centre, the Nutrition Community Agent and the Chief of Brigade of Andoharanomaitso as well as the women presidents, the members of associations and the presidents of districts. A total of 28 people, of which were 20 females and 8 males attended the workshop. See **Annex B** for the participants' list.

The outcome of the workshop was a Gender Action Plan for the Local Government and the Gender Based Violence of the Andoharanomaitso Council. **Annexes C and D**.

The participants evaluated the workshop as having been an enlightening workshop. A summarised version of the evaluation forms is attached at the end of this report as **Annex E**.

Background

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

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

In 2009, GL embarked on a study in **Madagascar** on women's representation and participation in local government to assess the conditions necessary to increase the

representation of women in local government in Southern Africa, and to ensure their effective participation.

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.

In July 2010, the Andoharanomaitso council is one of ten pilot communes in Madagascar beneficiary of the project center of excellence.

Process and activities

The Official Opening of the Workshop

Before the official declaration of the opening of the workshop, different prestigious guests took the floor in order to thank GL for having chosen the Andoharanomaitso Council and they hope to have an immense success during and after the workshop. Mr. the Mayor of the Rural Council of Andoharanomaitso, Mr. RAZAFIMAHATRATRA Jean Lucien wished that this workshop will have some influence on the development of the Council. He also encouraged the women to participate in the processes of decision. Thus, he added that may the women of this Council be more responsible and cleverer in the management of the public affairs. Mrs Ialfine PAPISY (representative of GL in Madagascar) expressed her emotions while thanking the Mayor of the Council for his help towards women and she wished the continuation and the strengthening of their cooperation with the Council.

During the ceremony, a protocol of agreement was signed by the Mayor of the Rural Council of Andoharanomaitso and Mrs. Ialfine PAPISY. This agreement signatures mark the beginning of the collaboration between these two entities.

Workshop proceedings

The facilitator, Ialfine PAPISY started the workshop with the presentation of the SADC protocol on Gender and Development. Then, she explained to the participants the ideology of gender as well as the usefulness of Gender in the local government. She also approached the indispensable technique to lead a way to the adoption of the gender mainstreaming within the council policy.

Some various questionnaires were asked in order to know the strategic needs of the Council as well as the problems it encounters. In addition, participants' opinions on the qualities of a good leader and a good manager were also discussed during the workshop given that only indulgent leaders would be able to bring about a new era.

It is to be noted that each participant was very active and took part voluntarily in the discussions. The workshop involved reflection sessions and group works.

Strategic Needs

The Rural Council needs to work together with the ONN (National Nutrition Office) in order to introduce safe drinking water in the village. This way the ONN help the farmers to control their agriculture and their crops.

Emerging Issues

- Misappropriation of funds by the State
- Uncertain Balance (fortuitous)
- Predominance of corruption
- Absence of innovation
- Existence of power abuse
- Divergence of opinions

Suggested solutions

- Round table discussions
- Transparency
- Search for the common advantages and interests

The qualities of a good manager

The qualities of a good leader

Man	Woman
<ul style="list-style-type: none"> • Serious • Have listening skill • A model • Have self control • Skilful • Flexible • Have a good behaviour • Affectuous • Competent • Modern man 	<ul style="list-style-type: none"> • Courageous • Brave • Serious • Welcoming and Communicative • Have a managerial skill • Flexible • Like cleanliness

Man	Woman
<ul style="list-style-type: none"> • Trustworthy • Strict • Loyal • Serious • Have self control 	<ul style="list-style-type: none"> • Trustworthy • Strict • Loyal • Serious • Have self control • Economical

Group Work

The participants were divided into three groups. The first group worked on the development of the Gender Based Violence action plan whereas the second group on the first two parts of the gender action plan for the local municipality, namely the transformation and the organization for the municipal development as well as the delivery of basic public services. The third group dealt with the remaining parts of the local government gender action plan.

The spokesperson of each group made a report of their work.

Outcomes

- The council's knowledge about the SADC Protocol is updated.
- The council get to know the importance of gender mainstreaming at local government through budgeting, gender disaggregated data, and transformative leadership.
- The drafting of the action plans takes into account the gender dimension.
- The three councils include the activities for the 16 Days of activism, in their GBV action Plans.
- The council is aware that their progress in gender mainstreaming is to be monitored and assessed via the next Summit 'Best Practices'

Way forward

The participants took eagerly part in all the activities and practical works and group exercises. This shows that the workshop was participatory. The use of group works proves to be an effective training method. There were much interaction and debates throughout the workshop, and it was noticed that the participants felt free to express their views.

Closing remarks

The Mayor thanked Gender Links as well as the participants for the success of the workshop; he thanked them mainly for their involvement. He also encouraged all the councillors to put in practice what they have learnt during the sessions.

Outputs

- Andoharanomaitso council Gender and GBV Action Plan.

**Annex A: PROGRAM OF THE CENTRE OF EXCELLENCE STAGE 3 WORKSHOP ON
GENDER AND GENDER BASED VIOLENCE ACTION PLANS FOR THE CR
ANDOHARANOMAITSO**

Date: July 26 – July 28, 2010

Time: 8 a.m – 6 p.m

Place: CR ANDOHARANOMAITSO

TIME	ACTIVITY	WHO
Monday 26 July 2010		
14h-14h30	welcoming	GL
14h30-14h45	Official opening ; Signing of the Memorandum of understanding	GL Mayor Deputy Chief of District
14h45-15h	Coffee break	
15h-15h30	Topic 1 : The SADC protocol on Gender and Development ; QUIZ ; Questions and Answers	GL
15h 30- 16h 30	Topic 2 : Key Gender Concepts	GL
16h 30-17h 30	Topic 3: Gender and Governance	GL
Tuesday 27 July 2010		
08h30-9h30	Topic 4: Transformative leadership	GL
9h30- 10h 30	Topic 5: Gender Planning and Strategies	GL
10h30- 10h45	Coffee break	
10h45- 11h45	Topic 7: Drafting Action Plan to promote Gender and efficient Action Plan to eradicate Gender Based Violence Group forming	
11h45-12h30	Action Plan drafted 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	
14h30-16h	Drafting action Plan (continued)	Participants
16h-16h15	Coffee break	
16h15-18h	Drafting action Plan (continued)	
Wednesday 28 July 2010		
8h30 – 10h	Group work continued	
10h – 10h15	Coffee break	
10h15-12h30	Group work continued	
12h30-14h30	Lunch	
14h30-15h30	Group work continued	
15h30-15h45	Coffee break	
15h45-17h30	Report back	

17h30-18h	Evaluation	
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Annex B:

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

N°	NAMES	SEX	ORGANISATION/ MUNICIPALITY	DESIGNATION	TELEPHONE
01	RATALATA Cecil	F	Ambalamisaotra	Deputy Chair of the Association « Fikambanana Fototra »	034 17 751 01
02	RAZANAMALY Hélène	F	Andoharanomaintso		
03	RASOANANDRASANA Paulette Mari Claire	F	ONN	Community nutrition Agent	034 19 526 04
04	RASOANANTENAINA Adelaïde	F	Alatsinainy	Chief of district of Alatsinainy	033 21 535 07
05	RAVAO Marie Françoise	F	Betapoaka	President of women Association	
06	RASOLOFOMANANA Germain	H	Ambatolahimaro	Chief of district	033 71 621 43
07	RAZAFIMANDROSO Edwige	F	Alatsinainy	President of women Association fighting against illiteracy	
08	RASOANANDRASANA Arline	F	SOAMIRAY	Member of an Association	
09	RASOLOFOMANANA Edouard	H	L'hôpital Alatsinainy	Medecine dispenser in a health centre CSB2	034 41 168 86
10	VOLOLONA Marcellaire	F	SOAMIRAY	Member of an Association	033 14 464 27
11	RAZANAMALALA Monique	F	District Isandra	Deputy Chief of District	032 40 108 96
12	RAHELIARISOA Claudine	H	District Isandra	Assistant of Mrs RABETAFIKA HAT(Transition High authority)	032 47 648 52
13	RAKOTOZAFY Jean Baptiste	F	Ambalamisaotra	Support Committee	
14	SOLONIAINA Ralaiarisoa Martine	F	Alatsinainy	Illiteracy campaign animator	032 41 887 65 034 19 619 32
15	RAVAOARINORO Marcelline	F	NIRA	Association secretary	
16	RANOROLALAO Marie Aurélie	F	FI.VA.ZA	President of an Association	034 03 225 90
17	RASOLONDRAIBE Bruno	H	Brigade	Chief of Brigade of	020 75 936 90

				Andoharanomaintso	034 03 735 71
18	RAFARALAHY Jaona	H	HAT Rabetafika	Assistant of HAT Rabetafika	034 43 838 72
19	RAZANDRAKOTO Noeline	F	C/R Andoharanomaintso	Councillor	034 03 287 94
20	RAZANAMIKANTA Mélanie	F	FI.VE.MA (Fikambanan'ny Vehivavy Mandroso)	Member of Association	
21	RAVONIARISOA Ranja Malala	F	SOAMIRAY	Member of Association	032 46 343 90
22	RAZANATSOA Marie Angèle	F	SOAMIRAY	Member of Association	032 57 148 04
23	ANDRIAMBOLA Tharsile	F	SOAMIRAY	President of Association	
24	RAVELONAHINA Anastasie	F	Soamiray Chiaradia	Member of Association	
25	SOANANTENAINA Mathilde	F	Santé	Midwife	032 02 501 87
26	RAFALIARIVOLO Narson	H	Andoharanomaintso	Council Chair	032 54 560 58
27	RASAODRAINBE Félix	H	Andoharanomaintso	Council Deputy Chair	
28	RAZAFIMAHATRATRA Jean Lucien	H	C/R Andoharanomaintso	Mayor of the C/R	020 75 935 72 034 39 398 78

Attendance statistics by sex

Females	20	71%
Males	8	29%
TOTAL	28	100%

Annex C: Gender Action Plan for the Local Government of Andoharanomaitso

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

The fields to be completed are:

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

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
GENDER POLICY FRAMEWORK						
I. GOVERNANCE						
Representation						
To increase the number of women in the Rural Local Government	To give responsibility to women within the rural local government and strengthen the capacity of those already employed	- C/R First - The Chiefs of the Fokontany - Those who deal with Security - Those who are in charge of Health	Not enough women working at this rural council office	3 to 8 women in the Rural Local Government	2010	
	Special Sensitization and training provided to women employees in the Local Government.	- The Associations - Chiefs of ZAP	Not enough			
	To improve the	ONN	Council			

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	working methods					
	To give equal rights and opportunities to both men and women in recruitment	Council	Council			
Participation						
To increase the participation of men and women in the management structure	Sensitization of and advocacy to the population	Women and men	Council	50% Female 50% Male	The whole year	
The number of women involved in government managerial structures will increase	Sensitization, Advising Advocacy, Persuasion of women	Women and men		30% Female	When there is an election or an assignment	
II. PLANNING						
III. GENDER IN EXISTING PROGRAMMES						
Security and emergency services						
Assistance to the victims	Supports for the victims	Local Government, CSBII	Council	Decrease of the mortality rate due to (disasters)	2010	
The economy and job creation						
To increase production and to get sustainable income generating activities	To improve and rehabilitate the existing dam	Local government and population, other stakeholders, , ONN, CSA, DRDR, FRAP, AROPA		Increase by 75% of the production	August-September	18.000.000 Ar 10% of it from the Local Government

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Procurement						
Poverty eradication						
To increase fish farming production	To improve fish farming methods, royal carp, mono sex tilapia	Local Government and associations, other funders, (stakeholders), DRDR, CSA, APDRAM, AROPA, FRDA	Council	Increase by 80% of the production	August-September	10.000.00 0 Ar 10% Local government
To increase the income of each household by raising (akoho gasy) chicken	To improve chicken species (akoho gasy) by teaching breeding techniques	Everyone in the household Local government, the group of stakeholders : DRDR, FERT, AROPA, CSA, FERDA, SAHA	NGO	Increase by 75% technically	October-November	10.000.00 0 Ar 5% Local government
Business support						
To increase income generated by standardized bee raising	Raising bees as per modern techniques, Training	DRDR, FERT, AROPA, CSA, FERDA, SAHA	NGO	Increase by 50%	August-September	20.000.00 0 Ar 10% Local government
Purchase of standardized implements	To improve	TIAVO	Microfinance	Increase by 40%	Oct-Nov-	30.000.00 0 Ar

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	agriculture, farming and fishing	PARECAM			December	10% Local government
To have crops	Construction of warehouses to store the crops	Associations, Local government, Other stakeholders , TIAVO, PARECAM	Council	Increase by 70%	March-July	50.000.000 Ar 10% Local government
INFRASTRUCTURE						
Housing						
Men and women must have equal rights concerning property	To sensitize women to get properties registered in their names	Women's associations BIF	BIF	Increase of the number of women registered as land owners	2010	
Water, sanitation and electricity						
Safe drinking water supply to each household	To preserve the water sources	Ministry of Water Everyone of us	Council	Safe drinking water supply in each village	Starting from now onwards	Non existent
To increase the number of toilets and dustbins in each household	To look for funders Sensitization	Population	Council	50%	2010	Non existent
To get power supply corresponding to the power needs of the population	To continue the collaboration with ADER Power supply exploitation	Stakeholders Local government SERMAD , ADER	Council	Having it extended at neighbouring areas	2011	Contribution

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
<i>Communications</i>						
The coming of TELMA company	To follow up the application sent	Rural Council TELMA	Telma	To be able to communicate abroad /outside	2010	Non existent
<i>Transport</i>						
To improve the roads and the means of transport	To request the collaboration of the transporters and the financial backers	Participation of the population , Local Government, Transporters	Council	Roads rehabilitation	2010	Non existent
Environmental health						
To get a green environment, and to protect the soil.	Tree planting	Local government, Population , DREFT	council	Increase in the number of trees planted every year	2011	Profit contribution
To ensure a follow- up of the trees planted	Follow- up	Chief of Fokontany and women 's associations	Association	Having many trees growing	2010	Physical contribution of the population
HEALTH						
To increase the number of CSBII	To file application for the increase of the number of the CSBII	Local government, MINSAN (Ministry of Health)	Council	Building two CSBI in Ambalaseva and Ranomaintso	Non existent	2011
Social development						

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
To improve education so that the rate of boys and girls pursuing further higher studies would be equal	To sensitize parents to educate their children	FRAM, ZAP, Local government, Fokontany, Malagasy Mahomby, FIVEMA	<i>Council</i>	80% reach the secondary education level	2015	
Food insecurity	Training in cooking for mothers	ONN	ONN	60% reach the University level	2010	
To decrease drug addiction	To rehabilitate infrastructure (Sport)	Local Government, Fokontany, Men and Women's Associations	Council	To decrease the percentage of young drug users	2010	
IV. EMPLOYMENT PRACTICES AND ENVIRONMENT						
Improvement of the working methods within the Local government	Training of both men and women	Stakeholders and Local Government	Council	To acquire the know how	Starting from now onwards.	
Full participation so that a common decision be reached together by both men and women	To get women and men listen to one another	Local Government	Council	The voices of women should be listened to though they are not sufficient	Starting from now onwards	
Selection and recruitment						
Career pathing						
Capacity building and expertise to ensure	To monitor the execution of the work	BE Chief of service	Council	Satisfaction of the population	Starting from now onwards	

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
success in the activity or work carried out	of all the officers in charge	C/R Councillors				
Work conditions and environment						
Coordination in the working methods to grant the right to breast feeding and all the rights to all the women employees	A special room : A specific place for breast feeding	The Rural Council ONN Health service	Council	Special room for breast feeding set up	2010	Existing
V. GENDER MANAGEMENT SYSTEM						
Gender structures						
The Local government implements Gender mainstreaming	Recruitment of male and female employees, election of men and women, sensitization and training of women to take responsibilities.	Gender Links, Local Government, Fokontany	GL, council	50% are gender aware	The whole year	
To see to the common interest in the local government activities	Gender needs analysis through general assembly : men's and women's	Local Government Fokontany CDC	Council	60 % of the Local government works have effects on the inhabitants	The whole year	Not drafted but as per supply and demand
Participative budgeting by the population	Budget drafting for each Fokontany via	Fokontany, Local	Council	50% of the population know how to draft budgets	Oct before the budget	Not drafted but as per

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	general assembly	government, CDC			coming in The whole year.	supply and demand
Transparency in the budget management of the local government	The revenues and expenses in the local government must be ordered by a decision taken by the councillors. To incite people to pay their taxes	Councillors, Executives, district	Council	90% of the management is transparent	The whole year	Not drafted but as per supply and demand
Budget, monitoring and evaluation						
Gender management is transparent	Reporting on the work done and evaluation	Gender Links, Local government , Officer in charge	Council	60% of the whole work are controlled and evaluated	Every three months	
Capacity building						
To have a special person in charge of Gender mainstreaming and to check the progress		Gender Links, Local government, Officer in charge	Council	30% of the work well controlled	The whole year	

Annex D: Gender Based Violence Action Plan for the Local Government of Andoharanomaitso

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
Support						
To implement a plan and actions that support survivors of GBV	- To take responsibilities towards victims of violence	Facilitators Doctors Police	Council	The large number of people sensitized To dare to train the officers in charge	2010	
	- To advise the victim about the procedures he/she has to follow (medical centre and police)	The victim of violence and the officer in charge	Council	The decrease of the number of victims of violence	2010	
	- To look for solutions together		Council		2010	
	To set up a schedule for the implementation of the activities		Council		2010	
	Controlling and taking in charge to succeed in the execution of the work		Council		2010	
Coordination						
To ensure that efforts to address GBV are conducted in a coordinated manner	- To set up a schedule for the work execution		Council	Committee is set up		
	- Control and taking in charge to succeed in the execution of the		Council		2010	

	work					
Budget allocation						
To ensure that Councils commit budget and resources to addressing GBV	Equitable distribution of the budget and the tools		Council	Budget devoted to corresponding project	2010	
Monitoring and evaluation						
To ensure that efforts to address GBV are monitored and evaluated	- Evaluation of what has been done and what remains to be done	All the collaborators	Council	Execution	2010	
Prevention						
To protect women and children against violence	- To inform population about what is meant by 'gender'	The Mayor, Councillors	Council	The steering committee against violence is working	04/05/06 August 2010	Not existing yet
	Sensitization of women suffering from violence	Security Mobile Units (Quarter mobile)	Council	To take responsibilities if someone undergoes violence	04/05/06 August 2010	
	To appoint a local animator in each fokontany	Chief of fokontany	Council	50% of violence perpetrators will attend the meeting.	2010	
	To set up an anti violence committee - Collaboration of men and women to clean the areas where people circulate	Chief of the village, Animator (Committee)		50% of violence perpetrators will attend the meeting.	2010	

	<p>- To inform population about all the services working together to fight against violence.</p> <p>- To inform population about the children's rights and the family rights (men and women)</p>					
	- Meetings and awareness raising of the population in each fokontany	Chief of fokontany	Council	To conduct sensitization within the fokontany and the schools	Every week	Financial backers required
	To inform pupils about the types of violence towards children	Trained facilitator	Council	Information sharing and briefing for all the facilitators	Every month	
	- Celebration of 16 days of activism	Facilitators/animators	Council	Drama /Plays	25 Nov-10 December	Financial backers required
	- To draw a list of violence perpetrators	Men and women work together	Council	Poems	25 Nov-10 December	Financial backers required

Annex E: Workshop Evaluation

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

COMMENTS

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

- The participation of women in this training results in development.
- The natural characteristics and the stereotype, the leader and the manager.
- Violence towards women and gender mainstreaming. The explanation on gender and the drafting of the Action Plan, all this is new to me.
- The information on gender and violence allow new knowledge.
- Gender mainstreaming brings about development, I find it interesting.
- The fight against violence and the stereotype.
- The fight against violence and the cooperation between men and women, it was wonderful!
- Sex and Gender, Good Governance, the leader and the manager.
- Elaboration of the Action Plan on gender and Gender Based violence, hard work but enriching!
- Training in Gender so that men and women support one another and work together.

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

- I will use what I gained from this training to convince and sensitize others.
- I will apply it in my locality and make a monitoring and evaluation of it.
- Probably at my family level.
- Why not in my own behaviour.
- Towards my friends and my neighbours.
- To raise awareness in the others who did not attend the workshop.
- In my work place surely, and also in my everyday life.

3 Other comments

- Another workshop is greatly desired.
- We want the workshop longer than this time.