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MAU SNGP

STRENGTHENING MALIAN WOMEN LEADERS' POWER WITHIN AND POWER TO ACT

Mali SNGP women's leadership training participants apply new skills

Mali Sub-national Governance Program (SNGP) is a five-year \$22 million program funded by the United States Agency for International Development (USAID). The program focuses on public financial management (PFM) as a catalyzing theme, and consists of three major interrelated components with cross-cutting implementation of gender integration throughout all three components:

- 1 **Strengthen national and regional public financial management systems ;**
- 2 **Improve coordination and communication between national and sub-national governments and civil society; and**
- 3 **Improve the capacity of the *Contrôle Général des Services Publics* (CGSP) to conduct performance audits that meet international standards and to monitor public spending and service delivery at national and sub-national levels.**

Through the development and delivery of a new training curriculum, Mali SNGP expanded women leaders' impact in eight regions¹ by strengthening their skills, capacity to influence decisions, and ability to better serve the needs of all members of their communities. This approach not only required **targeting women in decision-making roles, but also engaging men who can advocate for women leaders' inclusion in decisions.** Between November 2017 to December 2019, local partner WILDAF/ Mali² trained³ nearly 780 women and men participants, sharpening their skills to develop and implement programming that responds to the needs of women and men in their communities.



TRAINING ASSESSMENT APPROACH

The project assessed the impact of these trainings on leaders' ability to influence changes in leaders' organizations (councils, agents of the technical services, civil organizations). A sample of about 17 percent of training participants (n=127, 50% women) were randomly selected from each region, representing elected officials, representatives of state technical services, representatives of civil society organizations. Eighty-six responded to questions about the overall women's leadership training and 41 on the gender-responsive budgeting component.

1 Kayes, Koulikoro, Ségou, Sikasso, Mopti, Gao and Timbuktu regions and the District of Bamako.

2 *Women in Law and Development in Africa*.

3 With technical support from consortium partner Banyan Global.

“**Today, thanks to the training and the new skills I have developed, I have changed my strategies....**

I approached my colleague who had resigned from the party and was able to convince her to reconsider her resignation. She did and has returned to the party! We're now working in a very friendly environment. Moreover, I have become an expert in public speaking.”

— **MRS. MAREME SECK N DIAYE**, locally elected officer, third deputy Mayor of Kayes in charge of financial management

Women leaders' voices are amplified

By applying leadership skills, women leaders have become more confident in sharing their opinions and shape decisions. Just over 82 percent of women said they were **more comfortable speaking in public**, which is critical for exercising their power as leaders. One woman described this change as, gaining more trust in herself. **Nearly all women reported speaking out about women's rights and issues within their organizations or collectivities.** This includes discussing the Quota Law⁴ and the importance of responding to women's needs in the community, demonstrating their new gained confidence to speak in public.

Men leaders are also speaking up for women in leadership positions and in their communities.

Most men (87%) said they have become more **involved in advocating for women's political participation**, in planning and budgeting meetings, and within their own organization or community council. For example, 70 percent of men raised awareness about the Quota Law. Almost all men (90%) said they are continuing to **sensitize their colleagues, partners, and local leaders about women's leadership.** Nearly all men (95%) reported giving advice, based on the training, to women leaders in their organization or community.

4 Loi n° 2015-052/ du 18 décembre 2015



Leaders better respond to women's and youth's needs

Within their organizations, all survey participants reported applying their new skills to increase women's active participation in public life and politics. This was achieved in four key ways:

Initiated or adapted activities to increase inclusive participation of women and youth (46%)

- Research to respond to women's needs e.g., prioritize women's needs in health, education, agriculture, and political/economic in annual plans and budgets.
- Changing hiring practices to increase women in decision-making positions

Capacity building activities tailored to men leaders' and women leaders' needs (26%)

- Targeted men community leaders to change their knowledge and attitudes about women's leadership and the Quota Law.
- Men leaders supported training for women leaders to build develop their skills be able to effectively lead and execute decisions

Implementing approaches to increase women's and youth's active participation in public meetings and events (28%)

- Held events to increase women's and youth engagement in public office and elections
- Included women in developing community committees

Additionally, leaders are applying their skills on gender-responsive budgeting. Most leaders reported that their organization implemented activities related to promoting gender equality and empowerment through at least one of four types of activities.

- Elaboration of gender-responsive budgets (27%)
- Implementing activities focused on supporting women in health and education e.g., reducing GBV, early marriage, women's health needs (20%)
- Strengthening women's economic empowerment (17%),
- Raising awareness in the community on gender-based constraints in education and family health (15%)

MALISINGP



IN GAO, the regional *Coordination of Women's Associations Organization (CAFO)* organized public meetings with women in the community to educate them about Law N° 052. They followed up by organizing a Day of Advocacy with traditional and religious authorities on the specific needs of women and other vulnerable people.

IN MOPTI, the local council, with women and men leaders, gave women staff the day off to attend more awareness-raising and training activities on women's leadership. In Segou and Tombouctou, leaders focused on increasing youth's engagement in public meetings and events. The *Regional Youth Councils (Conseil Régional de la Jeunesse)* organized and held events around inclusion of young girls and boys in politics and elections.

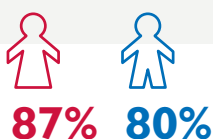
IN MOPTI women with disabilities were trained and provided information to increase their access to financial services. Similarly, **IN GAO** the *Regional Federation of Associations for Handicapped People (Fédération Régionale des Associations de Personnes Handicapées)* hosted a showroom and sold merchandise made by the members of the association. It helped strengthen the capabilities of members in income-generating activities.

Pathways forward to scale and sustain women's leadership

Women and men share the same perspectives on how to best strengthen women's leadership opportunities and power to make decisions.

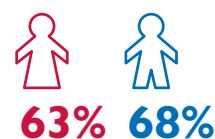
In fact, one of the top strategies is mobilizing both men and women leaders to promote changes in attitudes and behaviors related to women's leadership.

When Malian women and men were asked what strategies should be implemented to support women leaders or those seeking leadership, they responded:

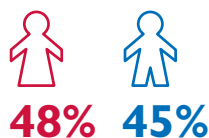


Improve women's skills and confidence

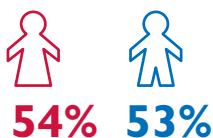
WHAT ARE THE STRATEGIES TO SUPPORT WOMEN LEADERS OR THOSE SEEKING LEADERSHIP?



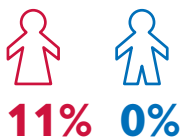
Mobilize leaders (men and women) at all levels, families and communities to promote change in attitudes and behavior



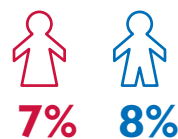
Strengthen networks between current and emerging women leaders (and their allies)



Strengthen political will and legal framework for appointing qualified women to positions of responsibility/decision



Financial support



Community level advocacy/sensitization