

# CEDAW rights diamonds

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from Rocky Road to Diamond Dreams Part 3  
for Oxfam Novib

## NARRATIVE

The Gender Diamonds in an earlier session have deepened the vision on changes which women and men want to make.



The CEDAW Rights Diamonds in this session take this discussion further to make things even more concrete. Gender issues are looked at in the context of international agreements on human rights which are promoted by most national governments, in particular the United Nations Convention on Elimination of Discrimination Against Women (CEDAW). Drawn up in 1979, this states that women as well as men have the following rights:

Right 1: Freedom from Violence

Right 2: Gender Equality in Decision-making

Right 3: Equal property rights

Right 4: Freedom of thought, movement and association

Right 5: Equal rights to work and leisure

As with the Gender Justice Diamond, the tool can be used in groups and/or in the household to reach greater consensus between women and men.

In a Participatory Gender Review each session may focus on only one right, comparing responses of different groups of women and men, or different groups can take different rights and then people can vote in a plenary.



Men in Bukonzo Joint Cooperative, Uganda doing their Diamond for participation in Decision-making.



Women in Bukonzo Joint Cooperative, Uganda do their Diamond for Decision-making.

## AIMS OF THE TOOL

The CEDAW Rights Diamonds build five separate Diamonds for each of the CEDAW Rights:

Right 1: Freedom from Violence

Right 2: Gender Equality in Decision-making

Right 3: Equal property rights

Right 4: Freedom of thought, movement and association

Right 5: Equal rights to work and leisure

To do as presented here requires 50-60 participants: separate groups of women and men meaning so 10 groups of 5-6 women or men for each of the five issues. If time is too short or participants are too few then select the issues which have so far received less attention: probably freedom from violence and property rights to large productive assets.

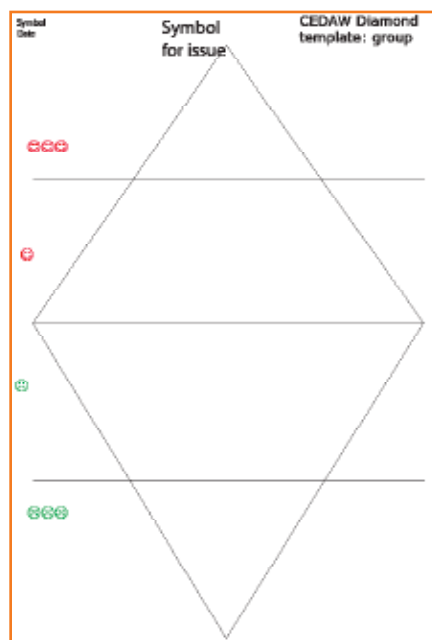
These Diamonds form the basis for much more detailed indicators for different dimensions of CEDAW and tracking changes in the next Phase.

### AIMS FOR PARTICIPANTS

- more in-depth reflection on what they now want for the future in terms of gender relations, based on the progress they have made so far
- exchange ideas on these further changes with other women and men
- learn how to adapt the Diamond tool as a household gender equality contract
- further improve drawing, listening and group facilitation skills

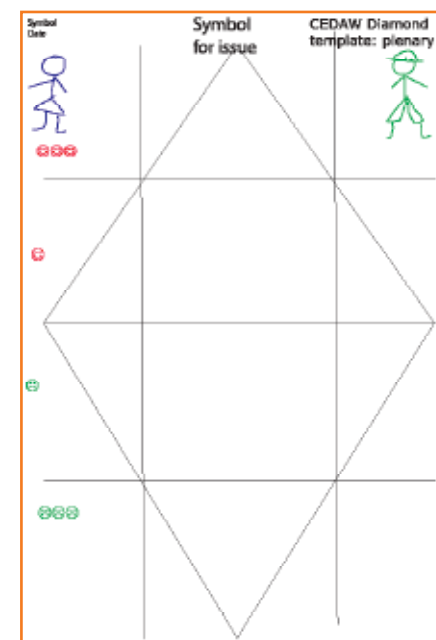
### AIMS FOR ORGANISATIONS

- identification of concrete indicators which can be used for M&E
- identify what the progress has been and refinement of indicators for future monitoring



DIAMOND TEMPLATES FOR EACH CEDAW GROUP

NOTE has symbol for issue and date but no vertical division, because people speak for own sex only.



DIAMOND TEMPLATES FOR EACH CEDAW PLENARY PRESENTATION

NOTE has symbol for issue, date, and vertical division.

## FACILITATION OVERVIEW

**PARTICIPANT PREPARATION** Notebook Diaries and Gender Justice Diamonds from Session 3.  
One red and one black pen.  
Five Gender Diamond templates ready for the groups.  
Remember colour coding from Session 3.

**FACILITATOR PREPARATION** Prepare a short interactive presentation on CEDAW (see GALS Overview Manual for details and further resources), drawing on the symbols and outcomes from the previous exercise. This should be presented mainly as questions to participants, but filling in any gaps between what has been discussed and what is in CEDAW.  
Draw your own Gender Diamonds for you and your household.

**TIMING**  
3 HOURS  
Activity 3.3.1 Facilitator interactive introduction on CEDAW (5 minutes).  
Activity 3.3.2 Choice of diamonds, formation of groups and individual drawing (15 minutes).  
Activity 3.3.3 Group diamonds 10 groups (20 minutes).  
Activity 3.3.4 Presentation and plenary (five diamonds x 30 minutes including quantification by hands up and discussion).  
Activity 3.3.5 Individual Diamond contracts to take back home for discussion (30 minutes).  
Activity 3.3.6 Designing CEDAW song to present the following day (25 minutes).

**MATERIALS/ PREPARED INPUTS**  
Large wall space to allow ten groups with flipcharts and sticky tape or pins for each group.  
Small coloured cards or sticky notes in two colours: three cards of each colour per participant pair for likes and dislikes. Two different coloured markers per participant pair for gender-coding (need markers because pens won't show up in plenary).  
Five large Mother Diamond templates over four large flipcharts for use in step 4 are prepared beforehand with the horizontal level lines for ranking criteria and vertical gender columns.  
Digital camera for recording the diagrams.  
Video camera for plenary Mother Diamonds.

**OUTPUTS**  
Ten CEDAW Diamonds (one for women, one for men for each of the five CEDAW rights) photographed with sticky labels and written clarification of the symbols.  
Five Mother Diamonds with quantified and prioritised indicators photographed with sticky labels and written clarification of the symbols and with a video of the process.  
A written list by facilitators of key areas of sensitivity and likely conflict which need to be taken into account in the GALS process.  
A video of the Mother Diamond plenaries.

**HOMEWORK FOR PARTICIPANTS**  
Finish your own personal Gender Diamond and review the steps so you can take this back home and share the tool so others will also do theirs. Then you can draw up a Mother Diamond for the family on how people agree they will relate to each other.  
Work with others to further develop and share the CEDAW song.

**HOMEWORK FOR FACILITATOR**  
Make sure the Mother Diamond is annotated and clear, you will need this later for reference.  
Review your notes and consider the implications for the next CEDAW Diamond exercise, those will be documented in detail for monitoring.

## CEDAW DIAMOND FACILITATION NOTES

NOTE: THIS IS A COLLECTIVE EXERCISE WHICH THEN ADDS TO THE PREVIOUS GENDER DIAMOND AND FEEDS INTO A NEW MULTILANE HIGHWAY. THERE ARE NO SEPARATE PARTICIPANT DIARY STEPS. FOR RECOMMENDED QUESTIONS, AND POSSIBLE OUTCOMES SEE NOTES FROM EXPERIENCE BELOW.



FACILITATOR  
INTERACTIVE  
INTRODUCTION  
ON CEDAW  
(5 MINUTES)

The facilitator asks people to say some of the things they remember from the morning discussion - what things did women like/dislike? What things do men like/dislike? What common human things were there? Then s/he puts the responses into the context of CEDAW rights, stressing the similarities between what people have already said and the international agreement and also filling in some gaps and asking if there are not also issues.



CHOICE OF  
DIAMONDS,  
FORMATION OF  
10 GROUPS AND  
INDIVIDUAL  
DRAWING  
(15 MINUTES)

People decide which CEDAW right they prefer to work on. As far as possible groups should be of equal size, and there should be a group of women and a group of men for each issue. However, if people are not willing to move to make groups more equal, it is important that participants own the session and work on the issues they want to. Note any gaps in the CEDAW rights which will need to be taken up later. The process is then similar to the previous Diamonds except groups are smaller. The facilitator explains the question for each group (see Notes from Experience below) Each person is given six cards three for likes and three for dislikes, in relation to the issue and draws individually what they think are the most important points. This time they put what they want to change for their own sex. Men can not talk for women, women can not talk for men. They may wish to change their own behaviour towards the opposite sex.



GROUP DIAMONDS  
(30 MINUTES)

This is also an exercise in participatory facilitation so people can do this well when they get back to their groups. One facilitator and one man and one woman plenary presenter are selected. The facilitator facilitates from the back and makes sure everyone has participated. The presenters makes sure they understand the tool. In the groups each person comes to the front and presents what is on their cards - starting from the back to encourage a sense of inclusion, where possible encouraging people who speak least to speak first. Each person focuses on new aspects not mentioned previously, placing cards for any earlier points on top of those already there. When everyone has presented, there is a vote by hands up and the cards are placed in the relevant part of the Diamond.



**PRESENTATION  
AND PLENARY  
1 AND HALF  
HOURS**

When groups are ready (but maximum time 30 minutes) the women's group and men's group for each CEDAW right come up together to present, placing their cards now on a Mother Diamond for that right. When both groups have presented the floor is open for additions and discussion, followed by a vote by show of hands. The women count and mark the women's votes. Then men count and mark the men's vote against each indicator. It is best to do this moving around the room to stop people losing concentration. If people get tired move around using an energiser or have a break.



**INDIVIDUAL  
DIAMOND  
CONTRACTS TO  
TAKE BACK HOME  
FOR DISCUSSION  
(30 MINUTES)**

When all groups have presented, participants are asked to draw up their own Diamond, following the steps in Session 3. They will take this back home to share the tool with their family and neighbours. This will also form the basis for the new middle lane on the next Multilane Highway. These Diamonds should have at least five action commitments which they will try to achieve over the next period.



**DESIGNING  
CEDAW SONG  
(25 MINUTES)**

Finally, women and men for each CEDAW right should now join together and design a song for that right. These will be presented at the beginning of Session 5.

# FACILITATION GUIDELINES

## PHRASING THE QUESTIONS

### RIGHT 1: FREEDOM FROM VIOLENCE

What does a household free from violence look like? Put this at the very top of the Diamond. What are the very worst types of violence? Put these at the bottom. What other types of violence in the household are there? Put these in the middle. Colour code for whether these are violence against women against men or both. The horizontal position of placement on the Diamond indicates whether they are done by women or by men, so that they translate more easily into the action commitments each will make.

### RIGHT 2: GENDER EQUALITY IN DECISION-MAKING

What sorts of decisions does a powerful woman/man make in the household? Put these at the top of the Diamond. What sorts of decisions is a powerless woman/man excluded from? Put these at the bottom of the Diamond. Colour code for whether these decisions affect women, men or both. The horizontal position of placement on the diamond indicates whether they are done by women or by men, so that they translate more easily into the action commitments each will make.

### RIGHT 3: EQUAL PROPERTY RIGHTS

What sorts of property does a powerful woman/man have in the household? Put these at the top of the Diamond. What sorts of property is a powerless woman/man excluded from? Put these at the bottom of the Diamond.

Colour code for whether the property is used by women, men or both. The horizontal position of placement on the diamond indicates whether they are done by women or by men, so that they translate more easily into the action commitments each will make.

### RIGHT 4: FREEDOM OF THOUGHT, MOVEMENT AND ASSOCIATION

What sorts of places or organisations does a powerful woman/man go to? Put these at the top of the Diamond. What sorts of decisions can a powerless woman/man not go to? Put these at the bottom of the Diamond. The horizontal position of placement on the diamond indicates whether they are done by women or by men, so that they translate more easily into the action commitments each will make.

### RIGHT 5: EQUAL RIGHTS TO WORK AND LEISURE

What sorts of work does a powerful woman/man do in the household? Put these at the top of the Diamond. What sorts of work is a powerless woman/man excluded from? Put these at the bottom of the Diamond. Colour code for whether this work benefits women, men or both. The horizontal position of placement on the diamond indicates whether they are done by women or by men, so that they translate more easily into the action commitments each will make.



Women in ANANDI India present their Violence Diamond. At the beginning of the two hour session all the women denied there was any violence. After opening up through using the Diamond it was found that of the 32 women present, the only women who did not suffer from gender-based violence were older women living completely on their own with no man in their lives. Five of the women's husbands had held their wife's head down the well and threatened to murder her next time if she went to the group meetings. None of these women had ever told anyone else about this before. It was important that this exercise was done in a safe environment with an organisation that could follow up on such cases so the women were not made even more vulnerable by their discussion.

