

We want
love,
respect and
harmony in
the family



**WOMEN'S AND MEN'S VIEWS
OF EMPOWERMENT:**

**KASHF EMPOWERMENT
DIAMONDS**

Edited by
Linda Mayoux
from material provided by
**Farzana Sardar and Nasir
Mumtaz** from Kashf Foundation
and **Shazreh Hossein**

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Our own
property and
income to meet
our own needs
and those of the
family



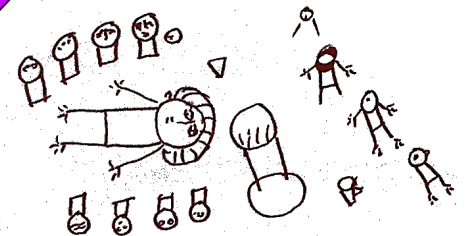
Freedom,
independence
and mobility
and our own
transport and
communications



SO
SERIOUS IT
LEADS TO
SUICIDE
AND DEATH



**FREEDOM
FROM
VIOLENCE**



INTRODUCTION TO THE DIAMONDS

Following the Pakistan Micro-finance Network gender workshop facilitated by Linda Mayoux in March 2004, Kashf conducted a number of participatory diamond exercises with their groups to look at how women and men were perceiving empowerment.

The questions in the Box opposite were asked for:

- ◆ 3 groups of women clients in: Bedian, Shahdara Moar and Karim Park
- ◆ 2 groups of men clients: Karim Park and Ravi Riyan

An interesting finding is the absence of any discussion of intra-household dimensions in men's responses and their importance in women's responses – including the serious problem of domestic violence and suicide for the poorest women. How far this is due to differences between male and female facilitators is unclear.

PARTICIPATORY EMPOWERMENT SURVEY: SOME KEY FINDINGS

Conducted by Kashf staff to examine women's own views and criteria for empowerment and how they saw their situation

90% of Kashf clients considered themselves to be in the less or least empowered category by local criteria:

- ☹ subject to many kinds of domestic violence
- ☹ Dependant on husband
- ☹ Always having quarrels with each other.
- ☹ Suicide cases
- ☹ No basic rights with many restrictions from the husband
- ☹ No security

The requirements to increase their empowerment were seen to be:

- ☑ Having their own income (85%)
- ☑ Freedom of mobility (70%)
- ☑ Equal participation of men and women in decision making (92%)

Questions:

- ◆ When do you feel yourself to be empowered?
- ◆ What kind of opportunities do you need to be empowered?
- ◆ What rights do you need to be empowered?
- ◆ What kind of changes would you like to see in your life to be empowered?
- ◆ How does the male/society think about the empowered women?
- ◆ For those women who are empowered, discuss how this happened?
- ◆ For those women who not empowered, why has this happened?
- ◆ Are you satisfied with your life?
- ◆ What is your vision for the future?
- ◆ What are the constraints that you faced in becoming empowered?
- ◆ How many women are very empowered in your community\Why?
- ◆ How many women is very power less in your community\Why?
- ◆ How can Kashf contribute to improve your life?
- ◆ What are the characteristics of empowerment?

| | BEDIAN | SHAHDARA MOAR | KARIM PARK WOMEN | KARIM PARK MEN | RAVI RAYON MEN |
|-----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| Most empowered | Rich Own assets: jewelry/ money/ livestock/ house Few children Literacy Nutritious food | Literacy Money Own livestock, land and property and can protect her rights Love and affection between husband and wife and can choose partner Mobile phone for good communications and access to knowledge Husband has a good job She has a car | Good education Equal participation in household Caring mother with few children Owns car and goes abroad Good furniture at home Mobile phone to keep contact with others | Free from family pressure Education Money and security Good health Equal participation in the household | Money is power Involved in bureaucracy |
| Empowered | Good communication with husband Some say in household affairs Own means of transportation Good food –milk and bread Luxury items like washing machine and TV | Good clothes Healthy food Literacy Can afford recreational activities Can afford TV, refrigerator, washing machine and table Has own motorbike | Good food Appliances like refrigerator and good utensils Transport Few children and family planning | Only half the characteristics of the most empowered. Has few children and family planning Good nutrition | Has personal transportation on motorbike Has education Has only two children and family planning Has basic needs |
| Not Empowered | Too many children and no control over reproduction Totally dependent on husband for transport Works to run the household and for her expenses(embroidery/stitching) Has milk, eggs, bread | Lots of tension Lots of children So much work no time to comb hair Has to cook in courtyard Has to look after animals Depends on husband and his cycle for transport | No money or assets Bad health because cant afford it Men and women work for everyday expenses | Only 25% of the most empowered Have to go to government hospital for poor people Jobs are far away so she is not allowed to go Not enough food or money | Many children and no family planning No proper food Farming household Unfiltered water |
| Disempowered | Uncombed hair Disordered house Violence Drug addiction of males Unskilled manual labour outside the home | Poverty Violence from husband Manual labour for self and children Husband’s drug addiction Suicide | Large number of children because told family planning prohibited by religion Drug addiction of husband Violence and suicide Women have no protection | Only 5% of the most empowered characteristics. Nonavailability of basic needs. More children and no family planning. | No housing facilities and living by the side of the road No basic facilities |

BEDIAN WOMEN

Group Description: There were 6 women clients of kashf in this group. Only one of these women was literate. She had completed her primary education. Firstly she took initiative to draw the symbol with the help of another woman who was not literate. Other illiterate women were also participated one by one to draw diagram. Firstly they felt shy to draw but later they feel comfortable while drawing the diamond. The most vocal woman in the group was not literate.

1ST PART OF THE DIAMOND- MOST EMPOWERED:

- ✓ **Inside the diamond:** a piece of jewellery worn on the forehead symbolizes wealth.
- ✓ The round circle and square for money
- ✓ **To the left of the 1st part:**
- ✓ A cow = livestock owned by the woman,
- ✓ A child= the empowered woman has few children as she has reproductive rights
- ✓ Writing slate with urdu alphabet on it= literacy
- ✓ **To the right of the 1st part:**
- ✓ Apple, banana and watermelon = availability of high-quality nutritious food
- ✓ House= she owns the house

Group Discussion

A woman who is much empowered is rich in her own right; she owns assets such as lives stock. She is literate and has control over the money of the household. She is aware of her reproductive rights and exercises them by having few children. She owns her house and there is nutritious food available in her house.

SECOND PART OF THE DIAMOND- EMPOWERED WOMAN:

Symbols

Man and woman= Husband and wife
 Motor bike= Means of transportation
 Small Square with legs= Television
 Big square= Washing machine
 One small circle= a loaf of bread
 Other small circle and square= Glass of milk and plate

Group Discussion:

In this part of diamond women told that empowered women has a good communication with her husband but her participation in decision making at house hold level to some extend. She has conveyance facilities but some times she depends on her husband. She has



good food like glass of milk bread she also has some other facilities like washing machine it saves her time. She can also enjoy seeing a television

THIRD PART OF DIAMOND- LESS EMPOWERED WOMAN:

Symbols and discussion:

Kids= less empowered woman delivered many children
 A woman= less empowered women spend most of her time with tears.

Bicycle= she don't has conveyance facilities but her husband has a cycle and she has to totally depend on her husband.

Sewing machine= she stitches others cloth to meet house hold expenses

She got= she got for milk

Dish with circle= there is a bread in dish

Other two circles near dish= eggs

Group Discussion

A less empowered woman owned many children because mostly she is not aware about family panning methods and some times she knows but she is not allow to exercise these methods. She spends her life with poor health. If she wants to go some where else she doesn't has her conveyance. She does manual

labor to run her house. There is no availability of good food for her. She lives in bad circumstances.

***BOTTOM PART OF DIAMOND-
DISEMPOWERED/POWERLESS WOMAN:***

A woman with uncombed hair= she is in worst condition.

Small circles and squares= disordered utensils

Stick= Violence

To the left of bottom part

Cigarette with smoke= drug addiction

To the right of bottom part:

A woman having a basket on her head= Laboring and manual work

Discussion:

In this category women expressed that powerless woman has to bear violence by her husband and family.

She does work and working at others houses. She doesn't have decisive voice. She is unskilled. Her husband used to drug addiction.

SHAHDARA MOAR WOMEN GROUP

Group Profile:

Total Kashf clients: 6
 Age group: 30—45 years
 Literate: 2 [both had completed Metric (grade 10)]
 Illiterate: 4
 All women were vocal in this group and they were happy while drawing diagram, however only one woman who is literate firstly didn't feel comfortable to pick a marker, at that time facilitator convinced her then she took initiative to draw symbols.

1ST PART OF THE DIAMOND: MOST EMPOWERED 1 woman

Inside of the first part:

Writing slate with urdu alphabet on it= Literacy
 Circle= it is a coin symbolizes money
 A cow = livestock owned by the woman

To the left of the first part:

Land= property owned by the woman
 House= house possessed by the woman
 Male and female having a flower in their hands= It shows love, affection and respect between wife and husband

To the right of the first part:

Mobile= communication channels
 Male having a brief case in his hand= it shows empowered woman's husband not idle he does work in a office

A car= conveyance facility

Group Discussion:

In this first part women discussed that empowered woman can get good education and control over to spend money. She can run her own business with money. She can keep and sell her animal. She has a power to own property and house she knows how can she protect her property and rights. Empowered woman can choose her life partner as she like so has good understanding with her husband. She is aware person and has communication channels to express her self. She has conveyance facility so she can go every where without hesitation.

SECOND PART OF THE DIAMOND- EMPOWERED WOMAN 20-25 women

Inside the 2nd part:

Clothe = good dresses
 A dish of fruit= healthy food



Square with alphabets on it= literacy
 Television= information and recreation
 Refrigerator, washing machine and table = house hold luxuries
 Motor bike: conveyance facility for her children
To the left of the second part:
 Vehicle= conveyance facility for women
 Stethoscope and syringe = Health facilities

Group discussion:

Empowered woman can wear good dress can purchase health food. She is educated and she can afford some recreational activities. She can afford house hold luxuries like refrigerator, washing machine and television. Empowered woman can give conveyance facilities to her children. She has also some source of mobility for herself. She can go in good hospital for her health treatment.

THIRD PART OF THE DIAMOND- LESS EMPOWERED WOMAN: 40-50 women

Inside the 3rd part:

A woman with scattered hair= She is in tension
 Kids = a woman having many kids

Utensils= it shows scattered utensils are in courtyard because there is no kitchen in home and less empowered woman has to cook without kitchen.

A Cow= livestock

Cycle= it symbolizes that her husband owned a cycle she has not her own conveyance.

Group discussion:

Less empowered woman has lots of tension. She is always worried about a large number of her kids. She has to do many duties at home so she doesn't have time even to comb her hair. Mostly there is no kitchen at her home, she has to cook food at courtyard. She has to look after her animals. To some extent her husband has conveyance like cycle if she wants to go anywhere she has to depend on him.

**FOURTH PART OF THE DIAMOND-
DISEMPOWERED/ POWERLESS WOMAN: 85-100
women**

Inside the fourth part:

Broken Cot= poverty

A man having a stick in his hand= power less woman have to bear violence by her husband

A woman with tears in her eyes= she is weeping due to violence by husband

To the left of the fourth part

A woman laying down among others in a circle= it shows a dead body of woman who committed suicide due to bad circumstances and getting violence

Children= children are weeping after the death of their mother.

To the right part of the fourth:

A woman with a basket on her head= labor by woman

A child with a hand cart= power less woman's children are doing child labor

Cigarette = it shows drug addiction

Group discussion:

Disempowered woman lives in worst circumstances. She does labor to meet expenses of house hold because her husband is drug addicted and does nothing for his family. Child labor also exists in this class. She has to bear violent behavior of her husband. Some times she committed suicide due to awful situation at her home.

KARIM PARK WOMEN GROUP

Group Profile:

Total Kashf clients: 6
 Age group: 30—45 years
 Literate: 2 (One had completed F.A (grade 12) and one had completed middle (grade 8).
 Illiterate: 4
 Two literate and two illiterate women were actively participated to draw diamond. There was equal participation in group discussion by literate and illiterate women.

1ST PART OF THE DIAMOND: MOST EMPOWERED: 2 women

Inside of the first part:

A school, pen and book= access to good education
 Two hands= shown for equal participation of male and female in every field of walk.
 A woman with kid= it shows mother is caring about their kids.

To the left of the first part:

Mobile= control over communication facilities and develop linkages with others
 Aero plane= Facility to go abroad for study, business and recreational activities

To the right of the first part:

Vehicle= car owned by the woman
 Table and chair = availability of good Furniture at home

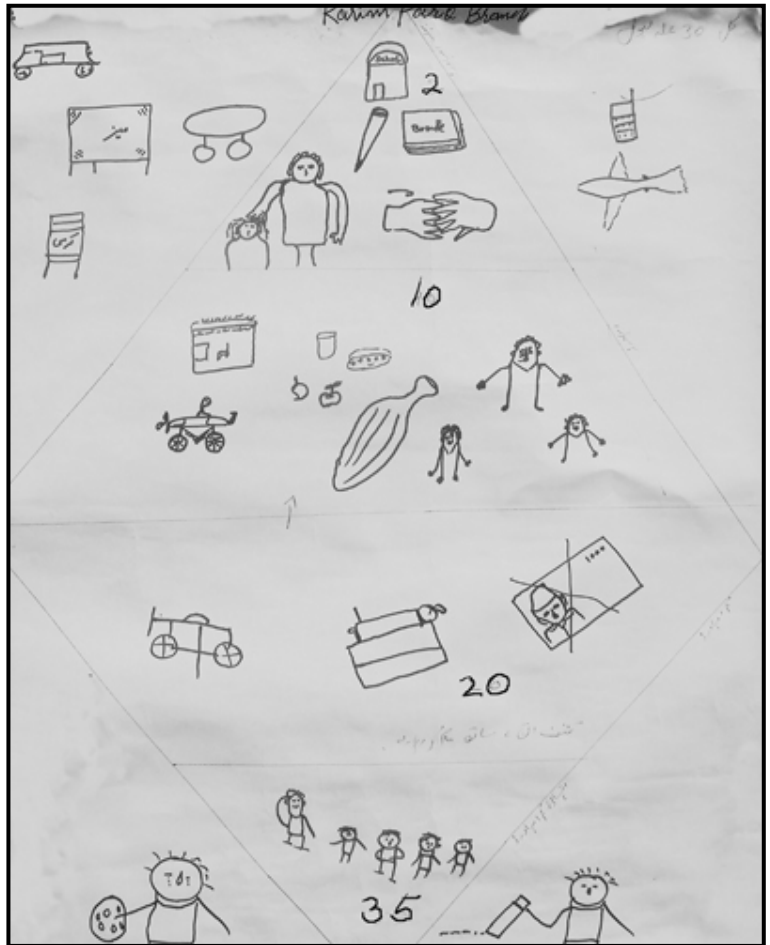
Discussion:

Group expressed that empowered woman equipped with good education. She wants to see equal participation of male and female in every field of life. Empowered woman is very caring about their children because she has resources and awareness to protect their children's rights. She can go abroad easily to enhance her study and business, she can also avail recreational activities in abroad. She has control over communication facilities and she can develop linkages with others to build her capacity. She don't face transportation problems because she has own car that increases her mobility. She can enjoy with the accessibility of good furniture at her home because she can afford it.

SECOND PART OF THE DIAMOND- EMPOWERED WOMAN 10 women

Inside the 2nd part:

Square= refrigerator
 Motor bike= conveyance facilities
 A glass and plate= Utensils
 Banana, apple and mango= availability of good nutritious food



A woman with two kids= woman having two kids because she is aware and can practice method of contraceptives

Group discussion:

In this second part of the diagram women discussed that empowered woman has good food. She can afford refrigerator and good utensils at her home she has a conveyance facility. She knows the benefits of the family planning so she likes few children.

THIRD PART OF THE DIAMOND- LESS EMPOWERED WOMAN: 20 women

Inside the 3rd part:

Crossed note= don't have money or assets
 A kid lying on bed= showing a ill child
 A handcart= Labor

Group discussion:

In fourth part of the diagram women said that less empowered women don't have money and assets. We can find many diseases in this category. They are not caring about their health as well as they can't manage to pay for health and expensive treatment. Male and

female do labor to meet household every day expenses.

***FOURTH PART OF THE DIAMOND-
DISEMPOWERED/ POWERLESS WOMAN: 35
women***

Inside the fourth part:

Kids: woman owned many kids

To the left of the fourth part

Dead body= a woman living in worst circumstances has committed suicide

To the right part of the fourth:

A man has cigarette in his hand= it shows drug addiction

Group discussion:

In this class women have a large number of children. They were told that family planning prohibited by religion and their husbands are mostly drug addicted. Women's have to bear worst form of violence so suicide cases have been found in this class. There is no protection for women.

KARIM PARK'S MALE FOCUS GROUP

Group Profile:

Total members: 6
 Age group: 30—45 years
 Literate: 4 ----- (1 man grade 12 and 3 under grade 10).
 Illiterate: 2

TOP PART OF THE DIAMOND: MOST EMPOWERED 2%

Symbols and descriptions:

A human being (female/male) picture is drawn and the arrows shown the excess of facilities. In this category, right side top is health, below the currency note, which indicates money and below a police station, which indicates security. On the left side, the house and a book indicates education and housing for them.

Discussion:

A person (female), who is free from family pressure, is the most empowered. she/he must have book(education), money, security, health= access to good education.
 Group discussed that empowered woman/man must be free from family pressures/restrictions regarding good health, education, business, security. They want to see equal participation of male and female in every field of life.

SECOND PART OF THE DIAMOND- EMPOWERED WOMAN/MAN 5%

Symbols and descriptions:

A human being (female/male) picture is drawn and mentioned 50%, which means 50% facilities of the most empowered having a category of empowered, the right side arrow indicates job and beside it the syringes and pills indicates having health facilities. 2 kids indicate the family planning and aware personality. left side top is fruits pictures indicates better nutrition, below that food indicates better food necessities to them.

Discussion:

50% means 50% of most empowered characteristics. The other facilities shown in diagram are better job opportunities, 2 kids, and good nutrition. In this second part of the diagram the participants shared that 50% of most empowered characteristics are lying in empowered category. She/he knows the benefits of the family planning so she/he likes few children.



THIRD PART OF THE DIAMOND- LESS EMPOWERED WOMAN/MAN: 25%

Symbols and descriptions:

A human being (female/male) picture is drawn and the arrows shown the excess of facilities. In this category, 25% is mentioned means 25% facilities of most empowered category. On right side top is a hospital but here they perceive it Government hospital, where poor health facilities for poor people, and below 4 kids indicates having no family planning. Below the long arrow on the right side indicates the woman's job is far away and due to this her family never allowed her to earn. On the left side, a plate is drawn and it indicates not sufficient food and a long arrow indicates the currency, which means she/he never reaches money.

Discussion:

25% means the category has the facilities to some extent. As they have children more than 4. they have less money. Health facilities available are on Government level.

In fourth part of the diagram women said that less empowered women don't have money and assets. We can find many diseases in this category. They are not caring about their health as well as they can't manage to pay for health and expensive treatment. Male and female do labor to meet household every day expenses.

***BOTTOM PART OF THE DIAMOND-
DISEMPOWERED/POWERLESS WOMAN/MAN: 70%***

Symbols and descriptions:

A human being (female/male) picture is drawn and 5% is mentioned which means 5% of most empowered characteristics are available here. The cross indicates non-availability of basic needs. In this category, more children are drawn which means no family planning..

Discussion:

5% characteristics of the most empowered category are lying in the group. In this class women/man have a large number of children. They told that these category of people thought that family planning is prohibited by religion. The cross is showing these things are not available in this category.

RAVI-RIYAN'S MALE FOCUS GROUP

Group Profile:

Total members: 6

Age group: 30—45 years

Literate: 6 (one man grade 12 other five were under grade 10)

TOP PART OF THE DIAMOND: MOST EMPOWERED

A face was drawn by the participants and they relate it to the bureaucracy of the country, on the right side, they draw currency note which indicates money and left side, they draw American Flag, which indicates that Pakistan is following American dictation.

Discussion:

The participants shared that bureaucracy has controls and directly involved in the administration of Governmental institutions. On the left side of the chart, they drew American flag and it shows the strength of a country, as Pakistan coordinate war against terrorism. On the right side currency note is drawn by the participants and they shared that money is power and ever thing is buy with this.

SECOND PART OF THE DIAMOND- EMPOWERED WOMAN/MAN

Symbols and descriptions:

A motorcycle indicates the personal transportation, a house indicates shelter a book indicates education and the couple with 2 kids indicates family planning. The utensils indicate the households

Discussion:

In this part, a motorcycle, a house, a book (education), having 2 kids, food, utensils and everyday needs are shown empowered category. Hence, having these basic needs is empowered category.

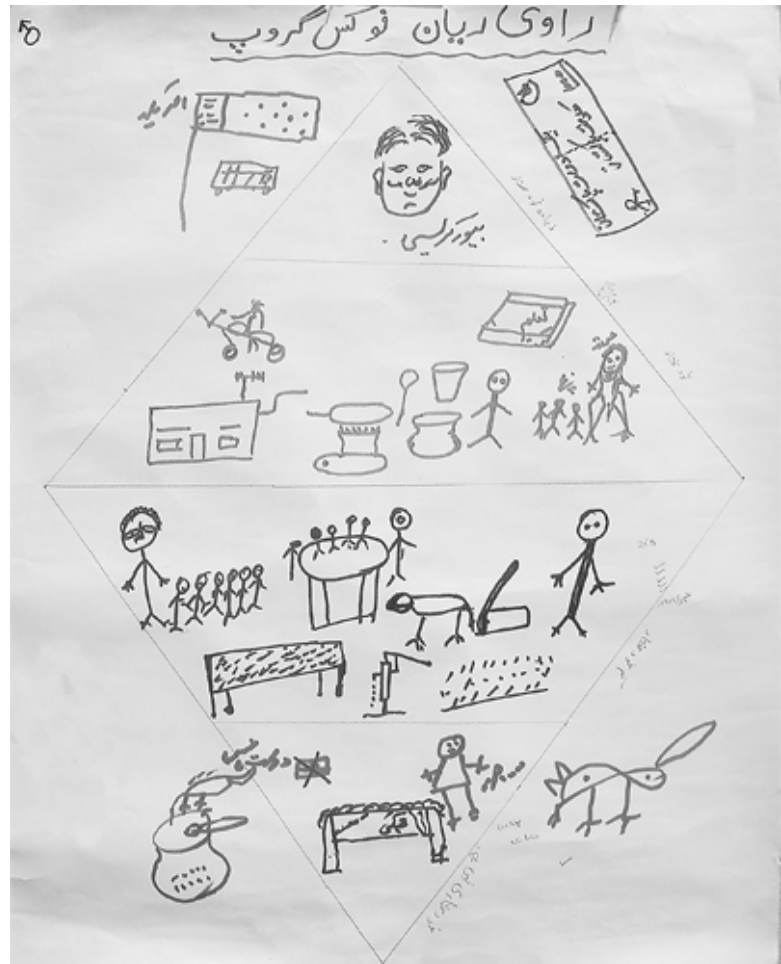
THIRD PART OF THE DIAMOND- LESS EMPOWERED WOMAN/MAN:

Symbols and descriptions:

In this class, the participants mentioned rural life is less empowered. On the left side, a female having 6 kids indicates no family planning, no proper food, a cow indicates milkman, a man with farming tool indicates a farmer, and a hand pump indicates unfiltered water.

Discussion:

In this category, the participants mentioned the rural life, which is less empowered due to under- developed part of Pakistan. They relate this with a male with



farming tool, a cultivated land, a cow, a female having 6 kids, a wooden bed, and water pump. They shared that rural population is 73% of our country and is less empowered.

BOTTOM PART OF THE DIAMOND- DISEMPOWERED/POWERLESS WOMAN/MAN:

Symbols and descriptions:

A camp indicates no housing facilities, the people living no road sides. The cross indicates no basic facilities.

Discussion:

The participants mentioned some facilities and then cross them. It shows the unavailability of money. They have no proper houses; living in the camps or road sides.