

TOOL 2

HAPPY FAMILY

DIAMOND

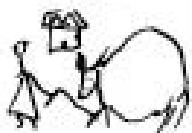


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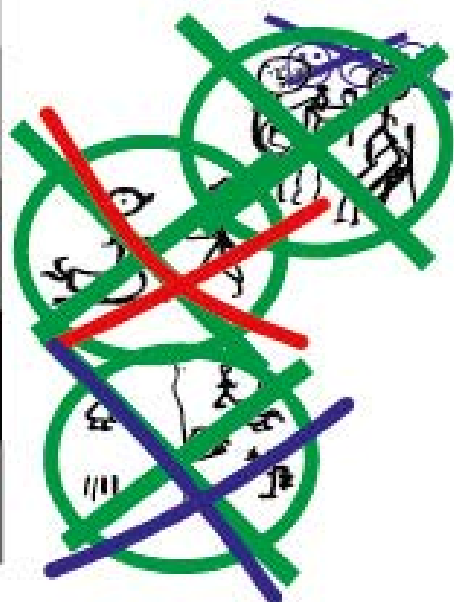
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OVERVIEW

Happy Family Trees have helped women and men identify changes needed in the household division of paid and unpaid work, expenditures and benefits, and decision-making and property ownership in order to make the household tree happy, balanced and sustainable.

Women and men have identified change actions and commitments they want to implement and track.

Happy Family Diamonds put these changes into the broader context of equal human rights of each person in the household, addressing particularly unequal rights of women and children and the elderly.

The frameworks used are those of international agreements on human rights which are promoted by most national governments. In particular the 1979 United Nations Convention on Elimination of Discrimination Against Women (CEDAW). This states that women as well as men have the following rights:

Right 1: Freedom from Violence

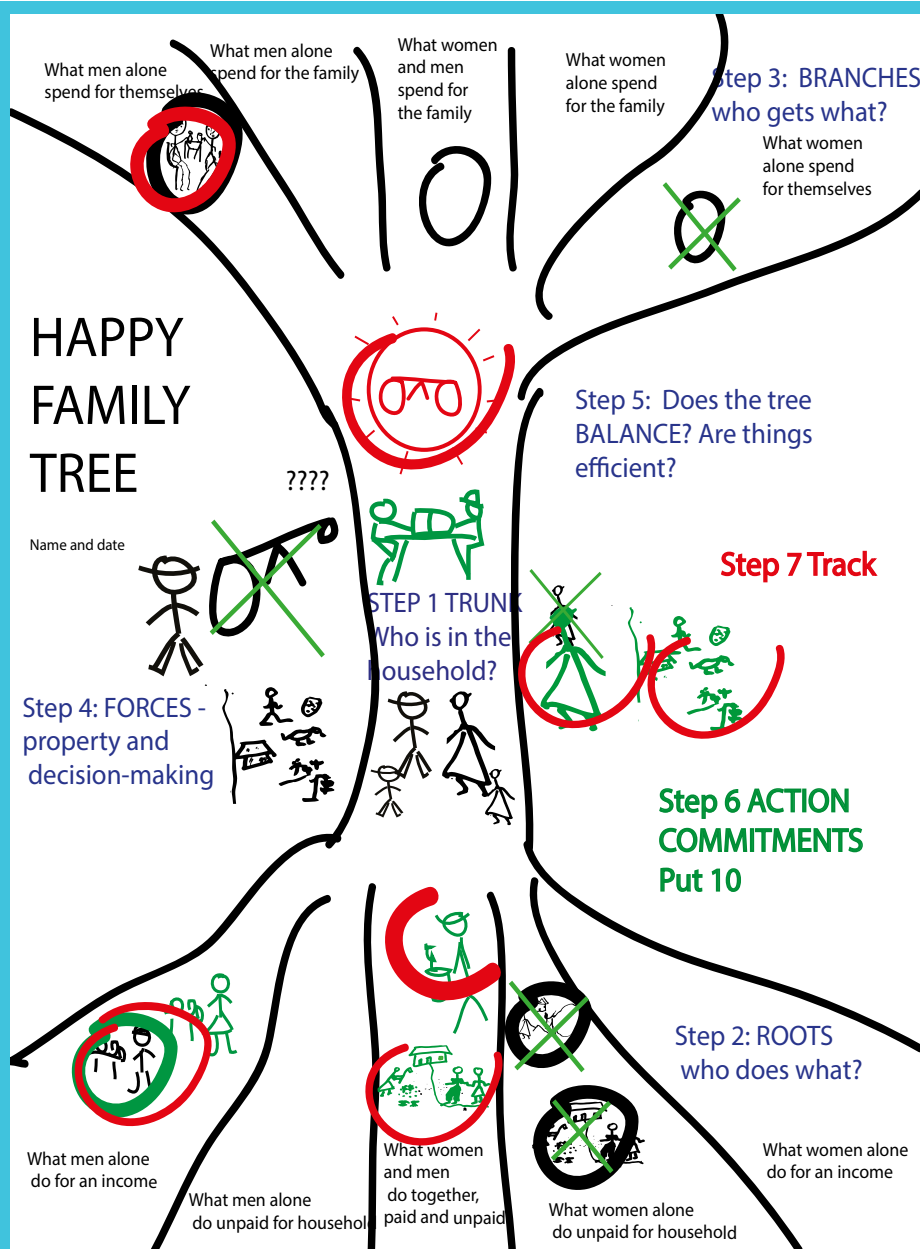
Right 2: Gender Equality in Decision-making

Right 3: Equal property rights

Right 4: Freedom of thought, movement and association

Right 5: Equal rights to work and leisure

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



Review Happy Family Tree

The Human Rights Diamond builds on the Happy family Tree.

Happy Families require happy women, children and men participating equally and enjoying equal rights and benefits as well as responsibilities.

At the same time, for those who currently have more rights and benefits to give up some of their privileges requires them to see also at least some benefits of change for themselves as a 'win-win'.

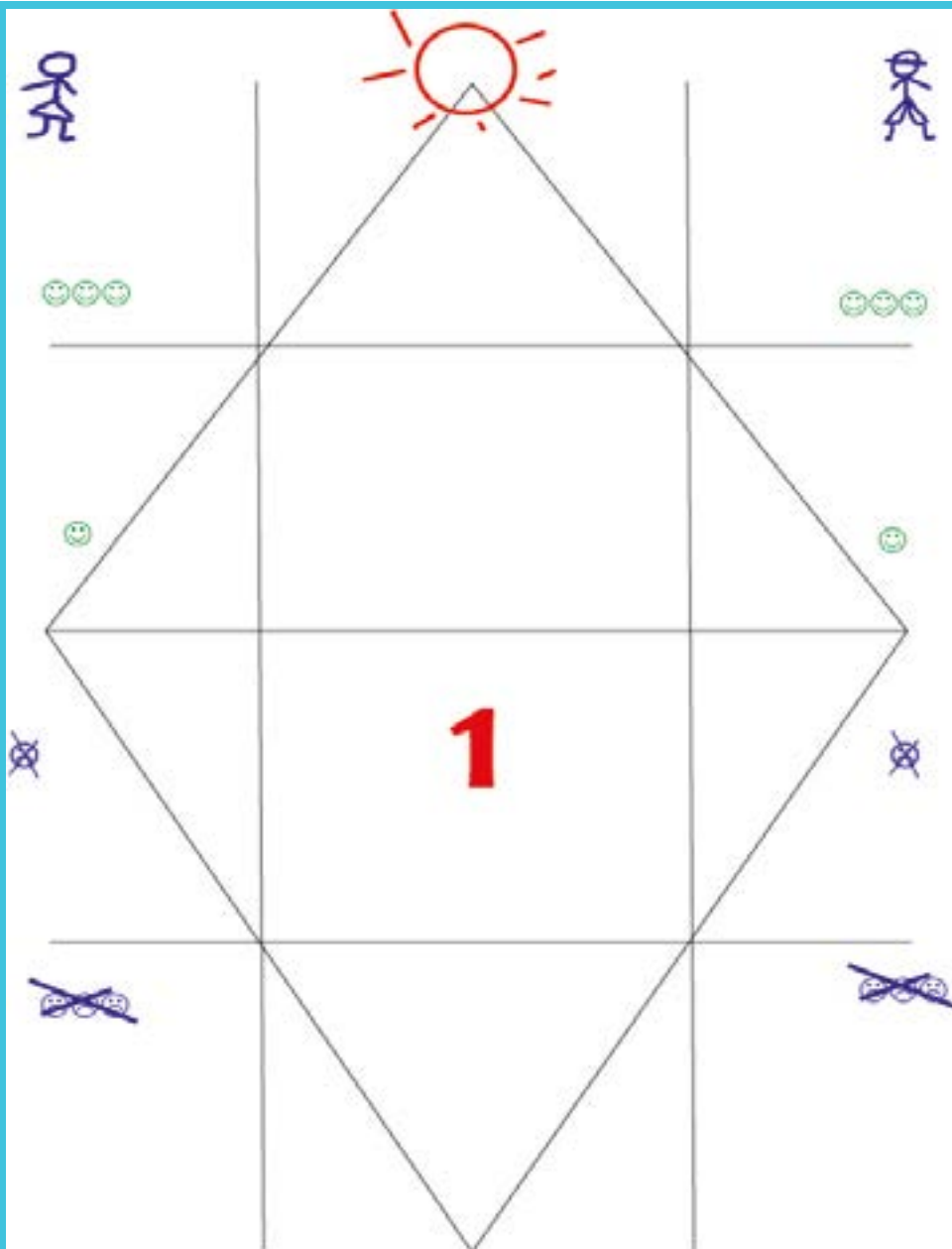
The Happy Family Tree Review in Tool 2 identified:

1) which fruits are now red? what progress has been made in:

- roots: promoting fair division of unpaid work in the family? promoting equitable access to paid work?
- branches: cutting unnecessary personal expenditures?
- forces: improving equality of decision-making and asset ownership?

2) which fruits are green and part of your new happy family plan

The Happy Family Equality Diamond then extends this to look not only at work but also leisure, property rights, major decisions and also violence and freedoms.



1 Diamond Framework

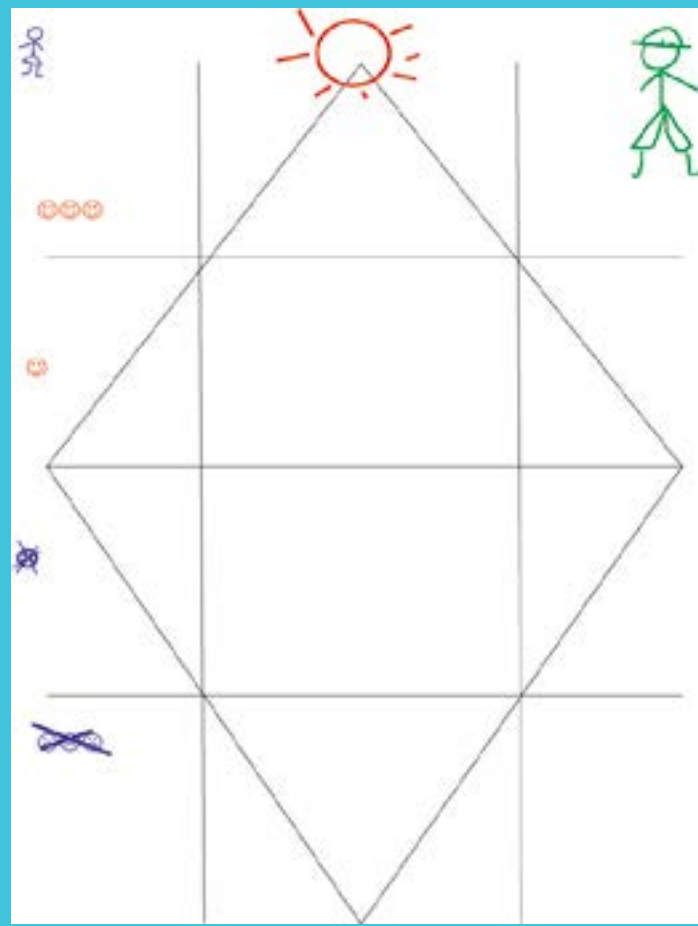
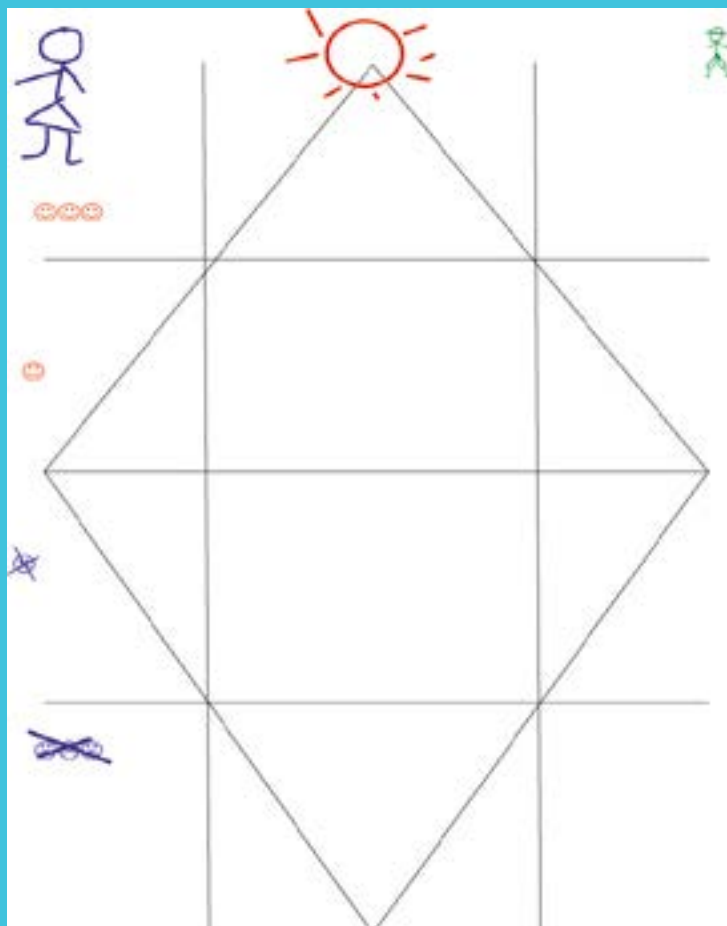
Draw the Diamond shape The facilitator draws a large Diamond Shape on a very large flipchart.

Issue-based groups: Participants self-divide into single-gender groups, choosing one of the CEDAW rights as the main issue to focus on. Younger and unmarried people would ideally also be in different groups.

Vision: At the top of each Diamond put a sun vision circle. Inside this put a symbol for the issue. All issues should be framed in terms of positive vision eg freedom from violence, equal decision-making etc. Deciding this symbol should be participatory with each person reflecting and making their contribution. The participatory process and symbol drawing are important parts of the process.

Divide into levels: Three horizontal lines represent the levels of likes and dislikes. Put smiley faces in green as planned but unripe for the top levels (or red??). Faces at the bottom are crossed in blue as not wanted.

Divide into perspectives: Two vertical lines represent women on one side, men on the other and common human rights in the middle.



2 CEDAW Group Diamonds

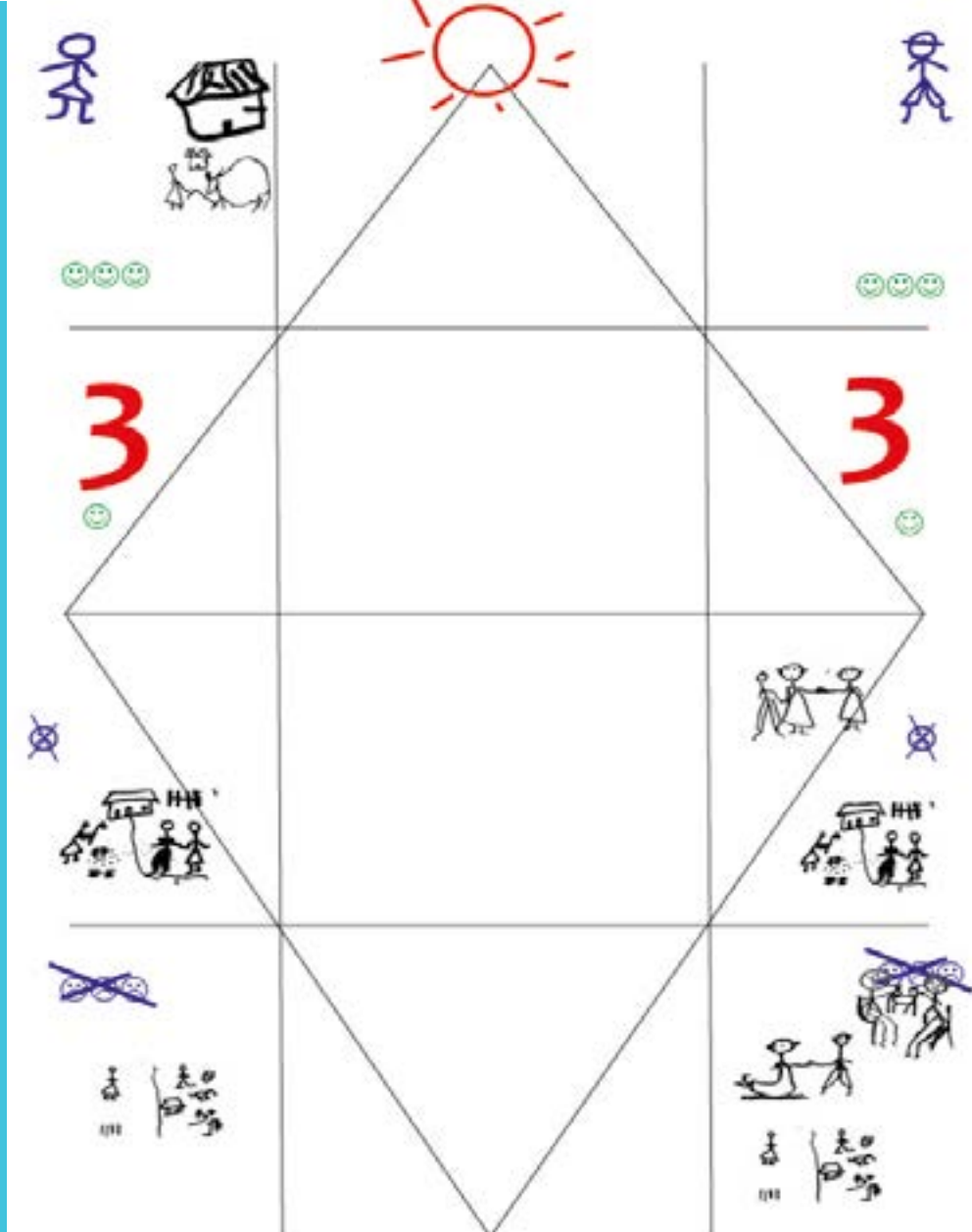
The Happy Family Diamonds follow the same principles and facilitation process as other Gender Diamonds. Using cards and participants self-facilitation to strengthen champion participatory facilitation skills (See generic guidelines for Diamonds). But this time they focus on one human rights issue in order to deepen gender analysis and discussion. They consider:

- About themselves as wo/men: What they like and do not like about their own gender in relation to the issue?
- About others as wo/men: What they like and do not like the other gender in relation to the issue
- For each of the indicators they should consider whether these are for one gender only, or common and place the cards accordingly.

Quantification: It is also possible to colour code 'votes' as:

- Red for likes/crossed dislikes achieved already from GALS
- Green for planned (ie agree)
- Black existing before for likes/crossed dislikes achieved already from GALS
- Blue for not applicable/not wanted (ie disagree)

!! Need to discuss this process in detail with Asel and Tribhuban depending on how much they know already. Much depends on numbers and gender of participants.



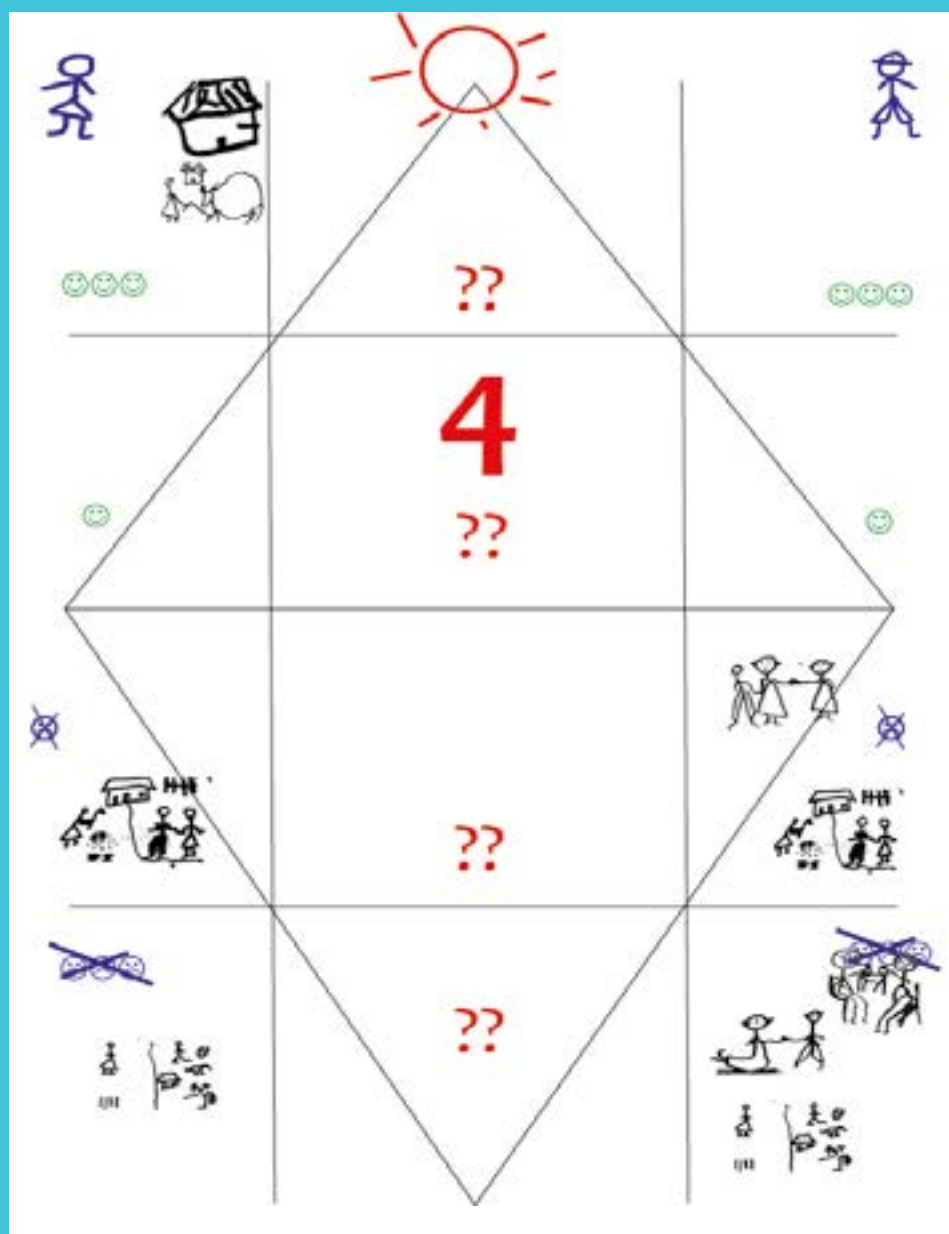
3 'Mother Diamonds' Plenary: sharing different perspectives

The facilitator should prepare Mother Diamond Frameworks with the vertical perspective columns as above for each issue.

The groups who discussed that issue then present - men first if the facilitator sees they have a firm commitment to equality and many areas of agreement with the women, women first if things are more conflictual. The facilitator decides.

If discussion is likely to be very conflictual, then feedback is only of what people like/dislike about their own gender. Leaving the views of the other gender for documentation only and follow up later.

The quantification is also recorded. But no one else from other groups votes at this point.



4 Human rights consensus

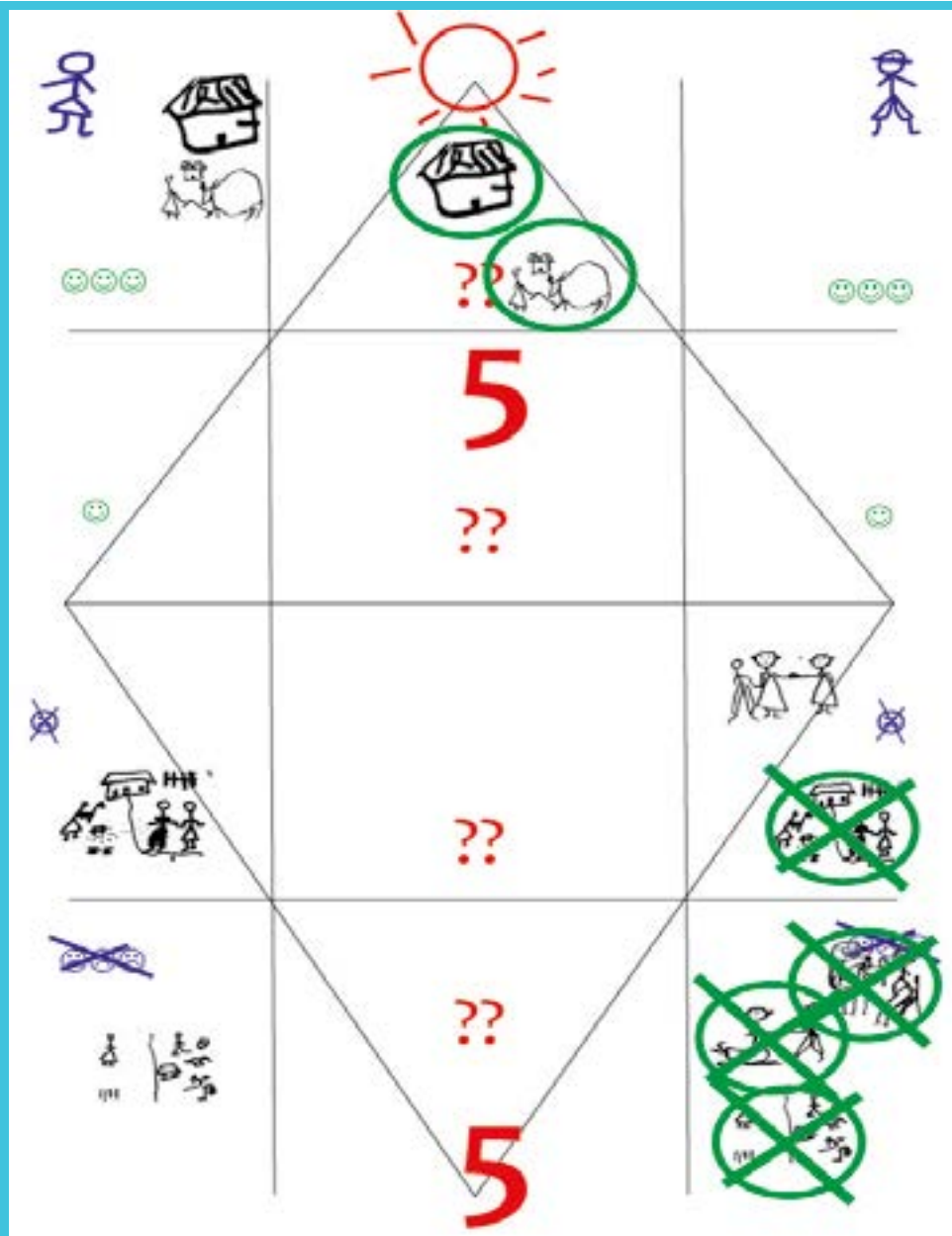
The main focus is on the consensus elements in the middle column. After each group has presented for their issue, the other participants vote on the issues in this middle column. This can focus on:

- How many people agree that these indicators should be for both women and men? Women and men's views can be recorded and marked separately.

and/or

- How many people actually have these rights? Again standard GALS colour-coding can indicate impact assessment as above.

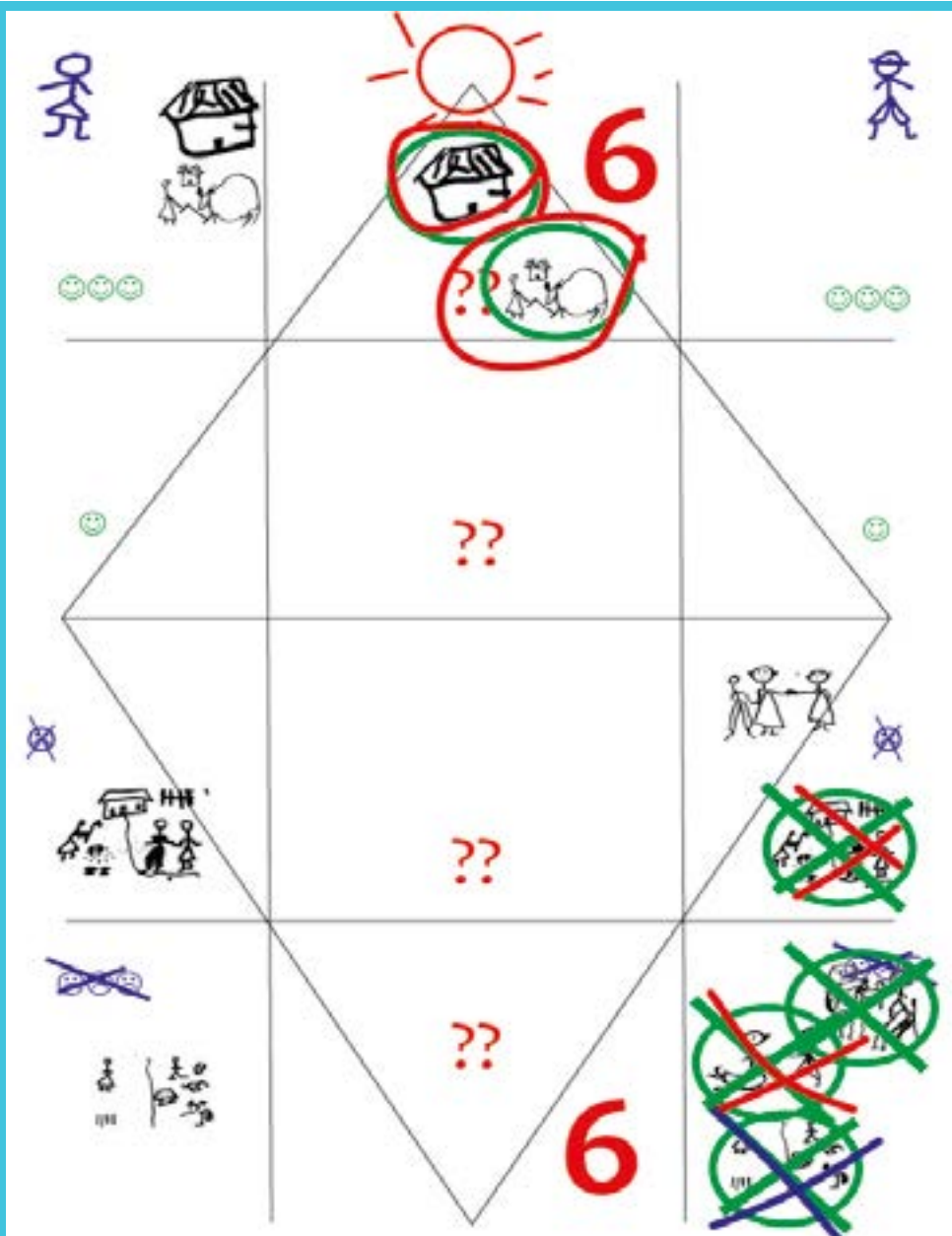
But if quantification is important for the Review, then these two questions need to be clearly distinguished and clarified for participants



5 Change commitments

When there has been discussion of the central column on each issue, then it is important that participants actually commit to changes.

It is likely that participants will be tired after Step 4 - if discussion has been energised and productive. Step 5 could be done later as part of Tool 4 before they do the Vision Multilane Highway for the next phase.



6 Review, track and share

It is important that the final Diamonds are photographed and annotated.

Just doing the exercise in an HFR event is unlikely to have much wider impact.

Copies should be circulated to participants so that they can take them back to their groups and discuss them. This could be done electronically with provision for screen presentation.