

TOOL 3 GENDER BALANCE CHALLENGE ACTION TREES

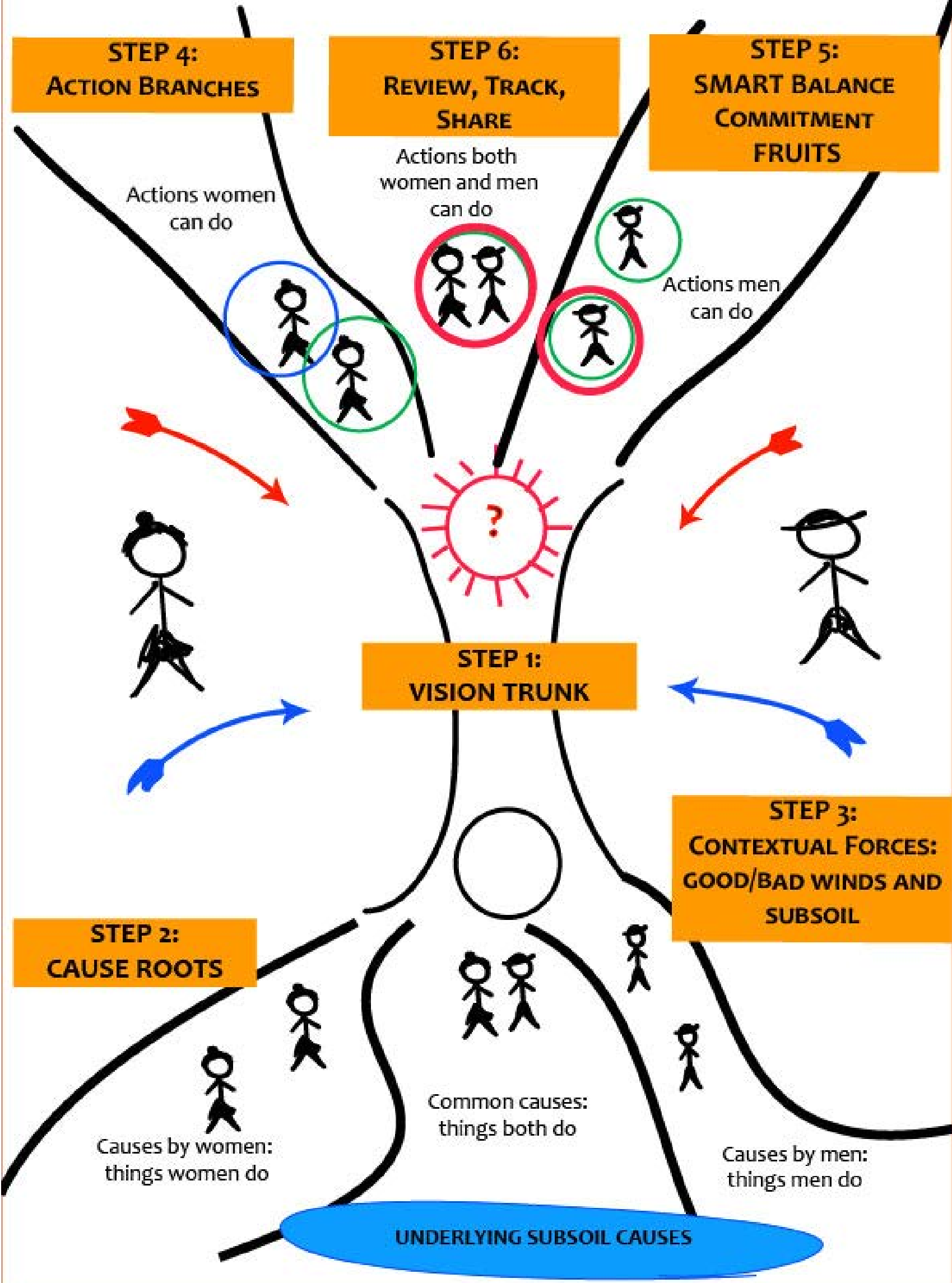


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GENDER BALANCE CHALLENGE ACTION TREE





OVERVIEW

Gender Balance Challenge Action Trees take equal rights issues from the Diamonds. Following similar steps to other Challenge Action Trees, they examine what women and men can do themselves, and together, to increase gender balance, and thereby happiness, in the family.

Gender Balance Challenge Action Trees develop concrete action plans for changes in gender relations that are necessary for happy families to be sustainable. They can be done in groups and/or by individuals, and in large or small meetings.

Each person selects an issue from the Happy Family Diamonds exercise that they think is particularly relevant for happiness in their own family. Participants sit together in single-gender groups depending on their chosen issue. Steps 1-4 can either be done individually in notebooks and then shared. Or shared in the group from the beginning as in the steps below.



1 *Trunk: What is the Vision for Change?*

Trunk: Draw two black lines in the middle of the two pages. This represents the household tree stem.

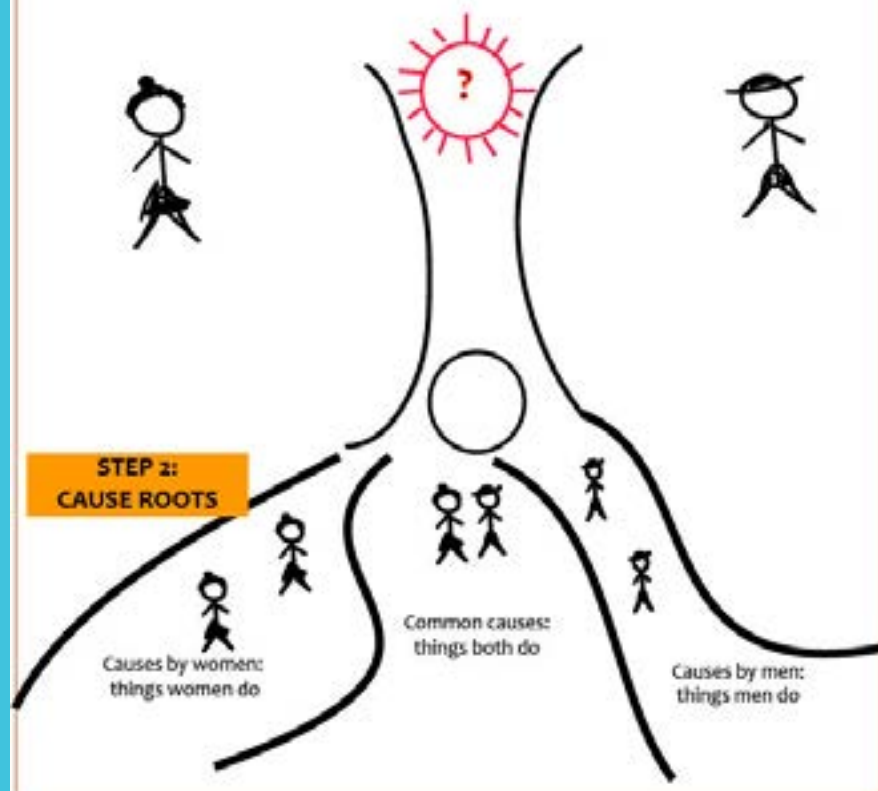
Vision: From the Diamond for your issue put symbols for the main priority changes identified for the issue. Put most desirable positive changes in red and negative things you most want to change with a red cross.

Current: At the bottom of the trunk draw a black circle - like the one on your Vision Journey. Here you put how the situation is currently - which things are already happening? Draw in black.

Whose perspective?

Put a symbol in black for women on the left and men on the right if your language reads left to right. Or the other way round if you read right to left.

GENDER BALANCE CHALLENGE ACTION TREE

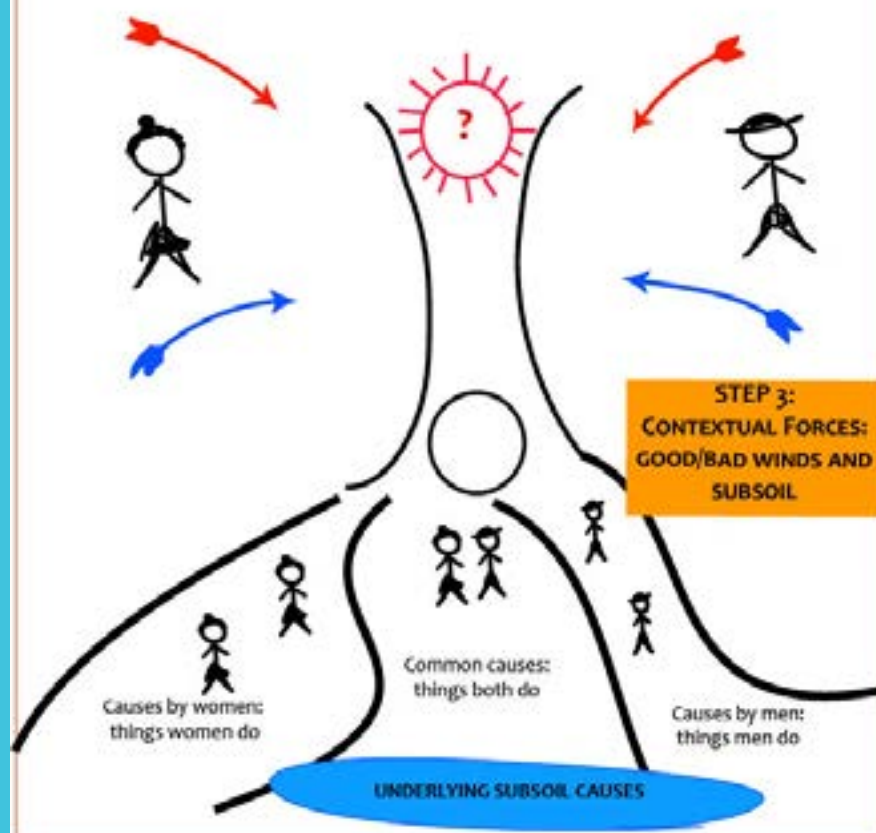


2 Roots: what are the causes

Draw the roots: Draw 4 black lines at the bottom of the trunk to make 3 root spaces:

- the left root is for things women do to cause the inequality.
- the right root is for things men do to cause the inequality.
- the middle root is for both women and men do to cause the inequality.

Draw the causes - Draw the main causes in black, If this is a group exercise then each participant should be given 6 cards and identify two causes per root, then these are shared in group self-facilitation. When done in individual notebooks as many causes should be identified as possible, at least 5 on the root for one's own gender.



3 Context: good/bad winds and subsoil?

Some causes are in the air and soil around. Both opportunities and challenges.

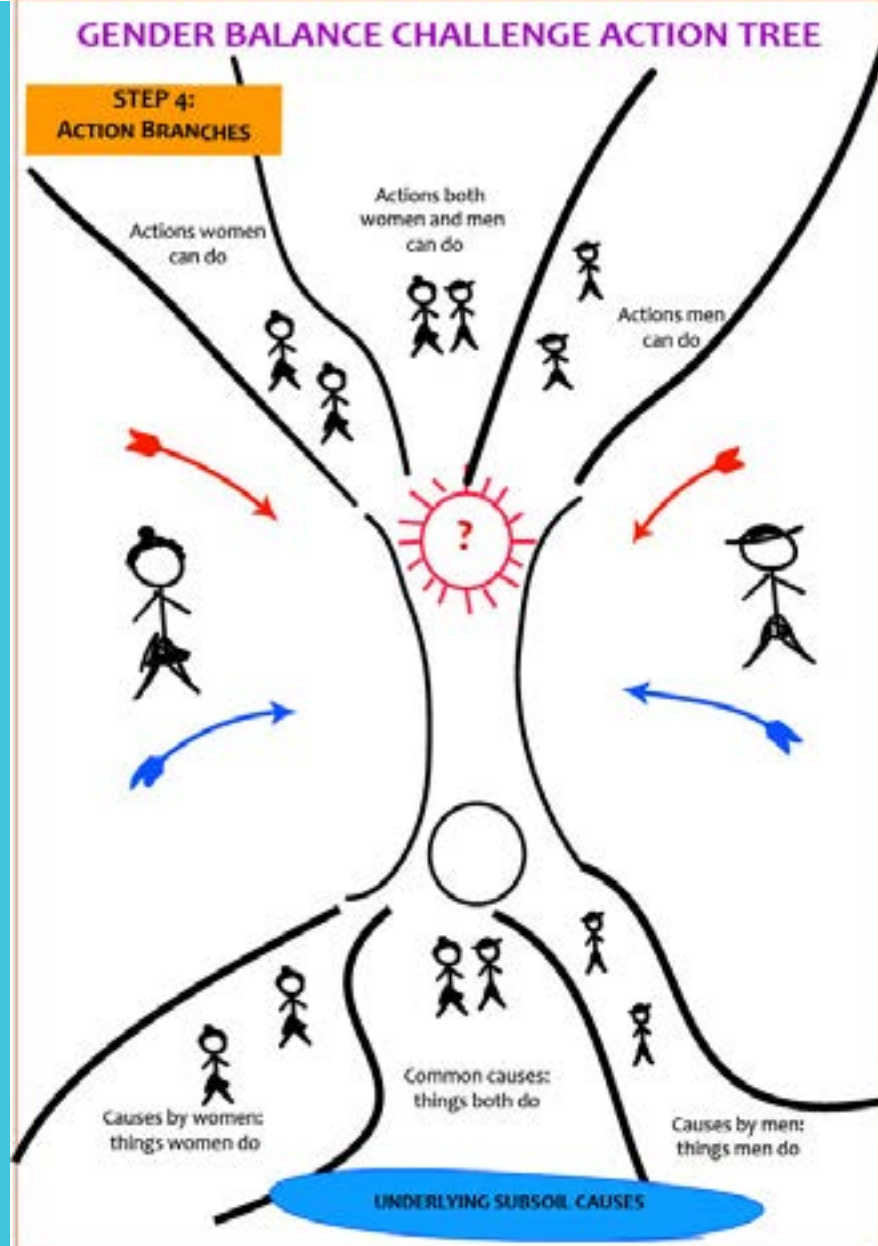
Draw the subsoil: Are there any underlying causes that are outside the control of individuals eg legislation. Culture should not be put here, but as the forces because culture is made by women and men in communities and can be changed.

What are the good forces pushing the tree from each side?

These are important opportunities that can help you. Draw these in red if you know you will be able to access these, in green if you need to think how to do it. Think particularly of opportunities on the side for your own gender. If for both genders then put on both sides of the tree.

What are the bad forces pushing the tree from each side?

These are important challenges that can hold you back. Draw these in blue as things you want to perish. Think particularly of challenges on the side for your own gender. If for both genders then put on both sides of the tree. You will need to think about how to address these in the following steps.

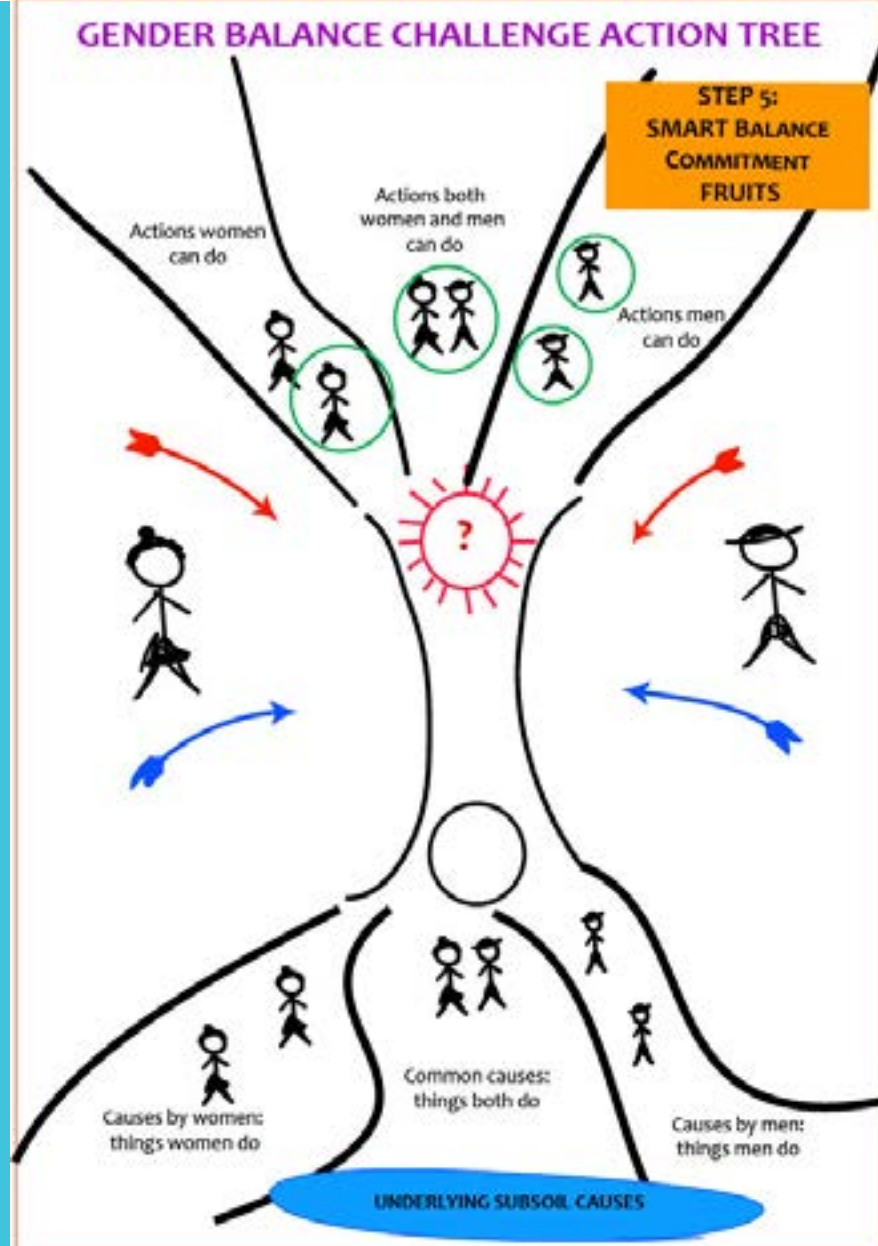


4 Action Branches

In this step you are only concerned with action for your own gender - either things that are for your gender alone, or apply equally to both. The group of the other gender will decide for them. Here you are thinking what actions you can bring to the change negotiating table to persuade the other side also to change.

Going systematically through each of the causes in the roots from Step 2, and also the forces in Step 3 identify potential actions that you yourself can do to bring about the changes in vision. In relation to each cause, put a potential action.

Brainstorm as widely as possible so that you have thought of many strategies. If this is a group exercise then each participant must think of actions for at least 6 roots or forces to share with the group. If this is an individual activity then at least 10 actions.



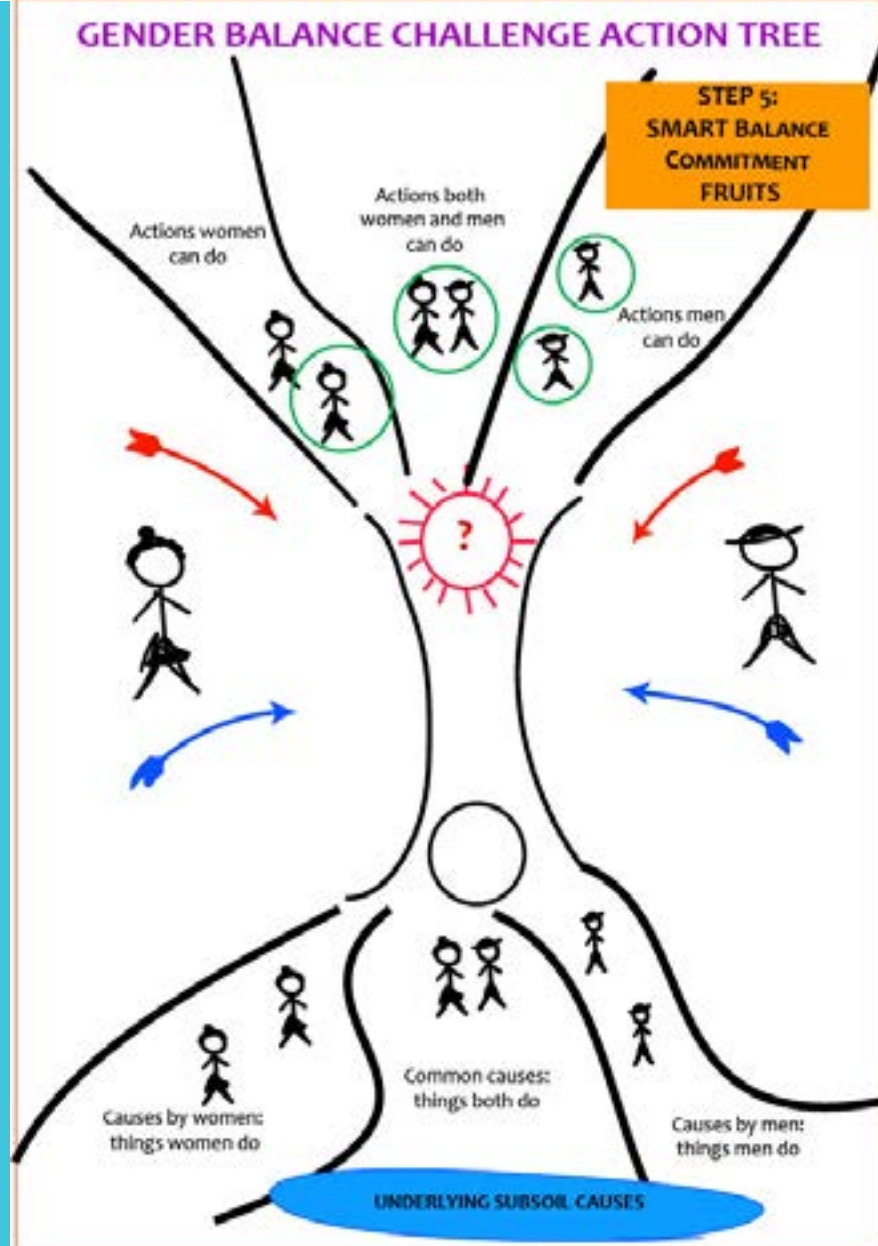
5 SMART Commitment Fruits

From the actions identified, select at least 5 that you think you can accomplish in the short to medium-term. These should all be actions either for yourself alone, or for both women and men.

In relation to each selected action, ring the action in green and put symbols to make it precise and timebound. Every green circle should have a timeframe and be Specific Measurable Achievable Relevant and Timebound.

For example if the solution to more equal decision-making is for wife and husband to sit together at least once a week, put a symbol for how you will persuade the other person and exactly when. The more you can do immediately today or tomorrow, the more likely you are to succeed.

These action commitment details will be made more specific and timebound still in your new Multilane Highway Plan in Tool 4.



6 Assess Balance, Track and Share

Assess gender balance: Do your commitment fruits make the tree balance? Or will your tree still fall over towards the man benefitting more, or the woman benefitting more? If so, identify more green fruits, or more longer terms but bigger commitments.

Track: On your own tree in your individual notebooks, you track changes over time. Which green circle fruits are achieved and turn red? Which circle fruits perish and die and turn blue? But do not become discouraged. If you find things are not changing as you hoped, then adjust your strategy to something you can achieve, and leave harder things for future.

Share: Share the tool with other people in your families and communities. Other people in your family can do their side of the tree - but they should do it with their own perspective, not feeling they have immediately to accept your view. Then negotiate. Share also with other people in your social networks and community. The more people who change, the easier your own changes will be.

Facilitation: General points

Individual activities: All the above steps can be done individually in notebooks and then shared, or in groups first and then transferred to notebooks. What is important is that by the end everyone should have at least one tree, preferably more with action commitment fruits in their notebooks ready for Tool 4 Multilane Highway Plan.

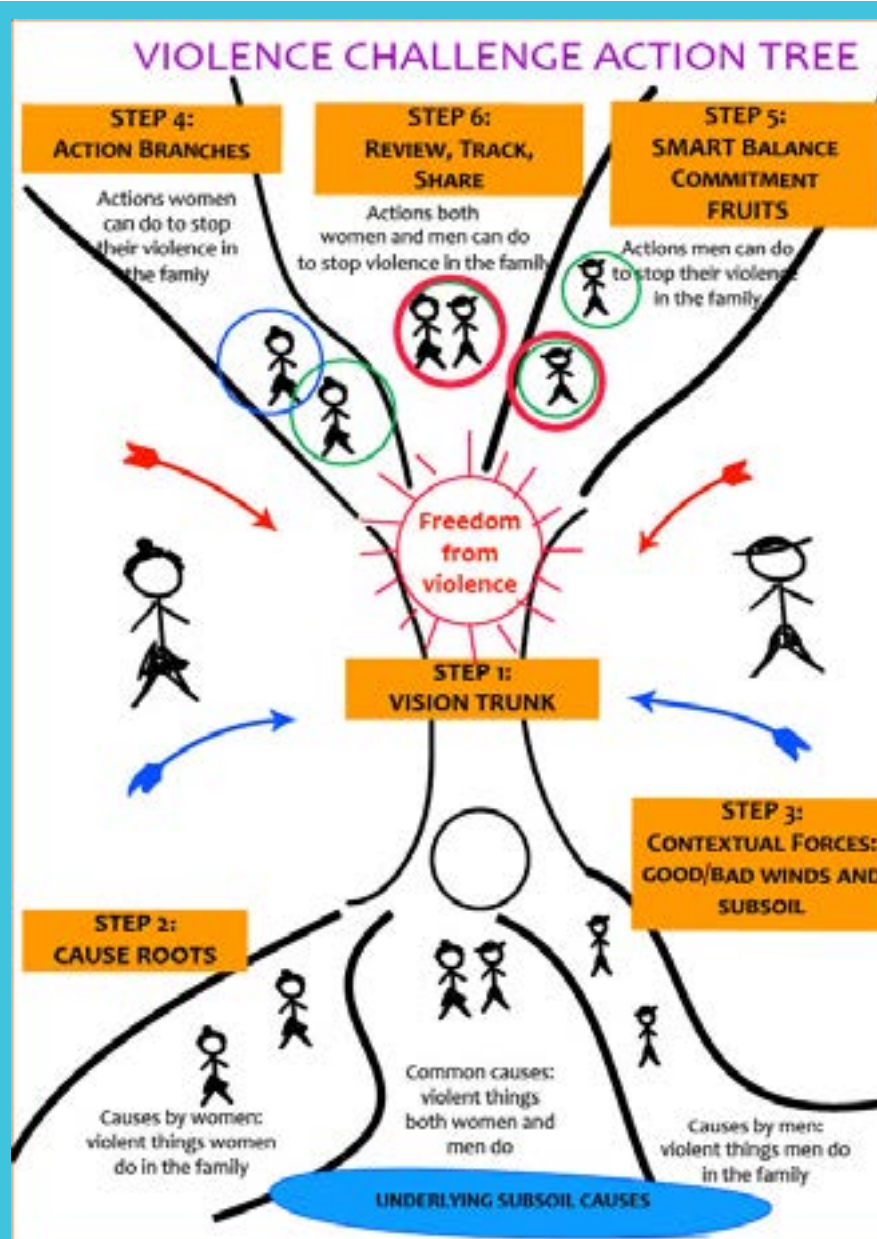
Groups: Divide by gender. But also between women - issues will be different for married women from single/divorced/widowed women and also young women and men. Although you are dividing by issue, try to get single women/men in different groups from married, even if that means they can only deal with one issue. That said, groups should still be self-selected as long as they are single-gender.

Documentation

Photograph All the group diagrams should be photographed with and without annotation on the symbols.

Video All plenary presentations should be photographed.

Quantification of the action commitment fruits. Qualitative information from the photographs and video can be added later.

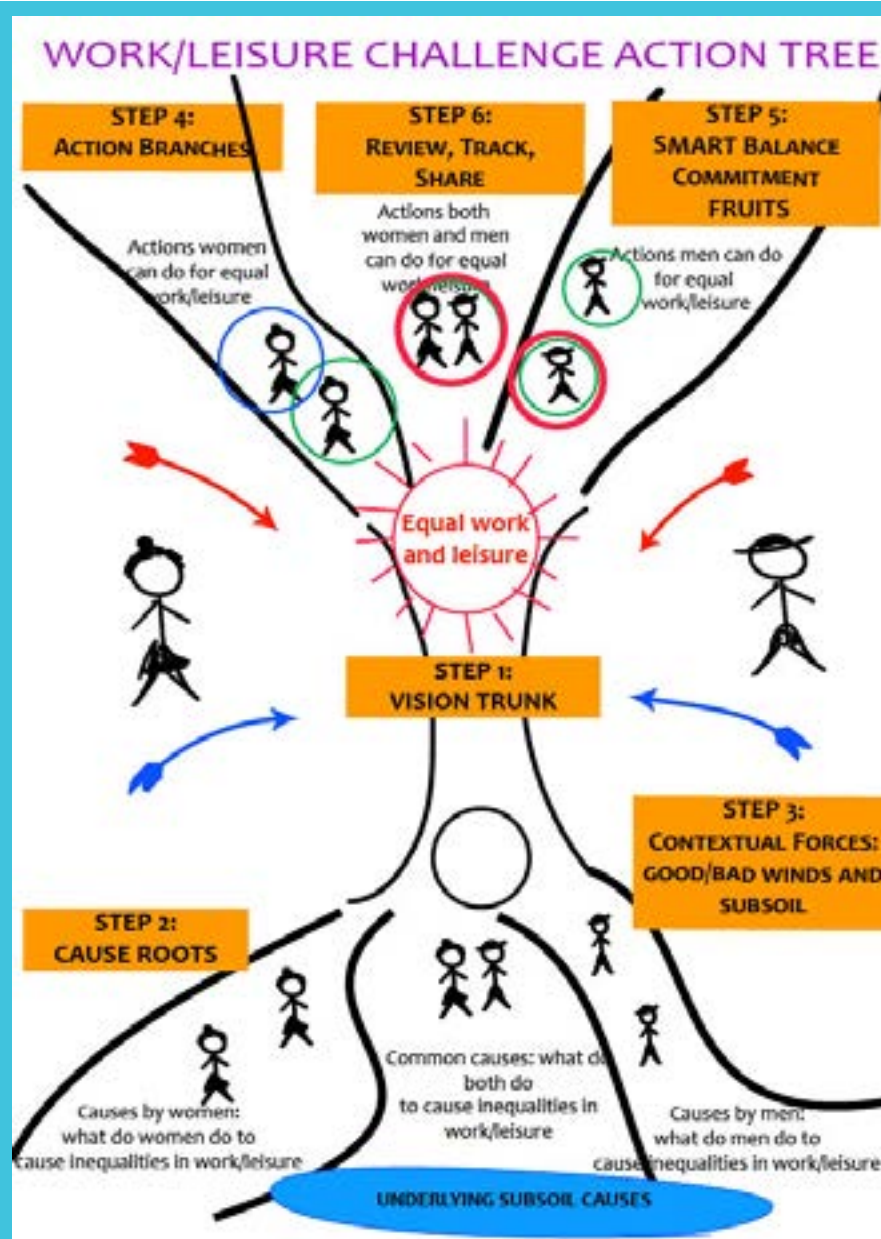


Violence Challenge Action Tree

The main focus in discussions about violence has usually been about gender-based violence against women. However in GALS the experience has been that this is more widely accepted by men, and greater changes occur, if violence against women is part of a wider debate about violence in society:

- in some places womens' violence against other women is high - between wives and girlfriends, mother-in-law and daughter-in-law or between neighbours and more rarely against men.
- men on men violence is also high - violent men have often been abused and bullied themselves.
- both women and men can be violent towards children, the elderly and people of lower social status.

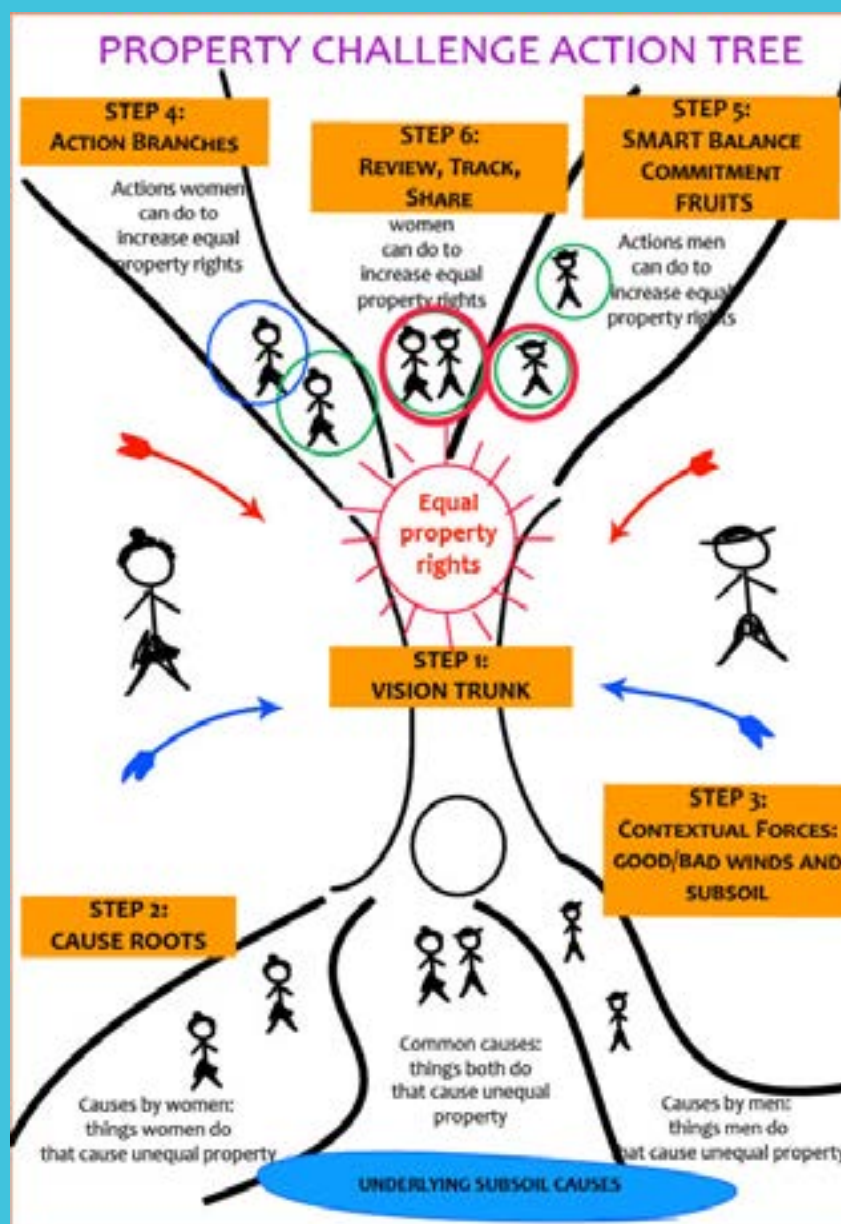
The general message therefore is that ALL VIOLENCE IS BAD. Anyone committing violence has issues of anger-management and lack of self-control and social responsibility needs to change. Possibly they may need to feel more valued and loved. BUT it is important that no one is left traumatised and vulnerable through this tool. If violence is very severe and widespread, then more specialist support is needed.



Work/Leisure Challenge Action Tree

The issue is not only inequalities in workload, but crucially also in leisure-time needed for a healthy life.

!! To do



Property Challenge Action Tree

!!To do Different types of property. Complexities of land.

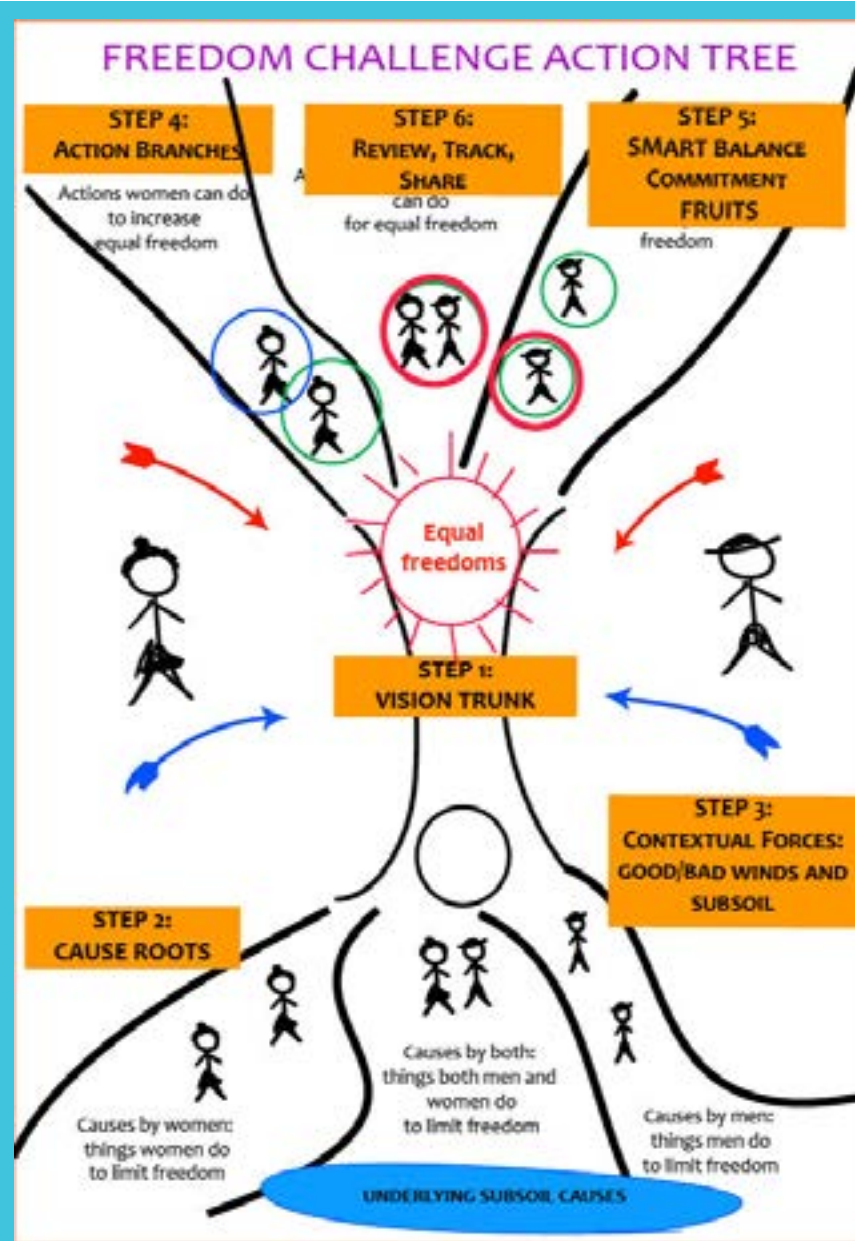
Conflicts of interest between women in systems where major property is owned by men.

Differences single/divorced/widowed women. May need to subdivide the women's root.



Decision-making Challenge Action Tree

!! To do



Freedom of Association Challenge Action Tree

!! To do