

HAPPY FAMILY REVIEW

**Widening and Deepening Gender Transformation
through Gender Action Learning System in RWEE
programmes in Kyrgyzstan and Nepal**



RWEE Kyrgyzstan champions self-facilitating Challenge Action Tree and Diamond.

OVERVIEW

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The RWEE programmes in Kyrgyzstan and Nepal have been using the GALS methodology, funded by IFAD, in order to help women and men change gender relations in their households that limit their ability to increase incomes and limit the participation and leadership of women in economic development.

The ways in which GALS tools and process have been adapted has been a bit different in Kyrgyzstan (started in 2016) and Nepal (started 2019) has differed because of context and also differences between implementing agencies and consultants on the ground. They are at different stages of GALS implementation, and have so far focused on different tools, and also differed in levels of facilitation skill development of champions. See Table 1.

!! Differences in changes and upscaling to be inserted. Kyrgyzstan

The Happy Family Review is an adaptation of the Gender Justice Review process from Rocky Road to Diamond Dreams, Mayoux 2014 for Oxfam Novib GENVAD process, modelled on the successful community-led information system model in Bukonzo Joint in Uganda and their community advocacy on women's land rights. The Gender Justice Reviews were conceived as periodic moments, usually 3 months, 6 months and 1 year and ongoing events where the GALS process is both consolidated and taken deeper and further, linked to policy advocacy. The Reviews were intended to build on gender changes that have occurred spontaneously not only through GALS Catalyst Process after the Catalyst workshops, but also followed up through an intensive Community Action Learning process by champions sharing and collecting information in groups. This Community Action Learning also strengthened the activities and self-facilitation skills of the groups, and formed the basis for the organisation's Management Information System. GALS tools like the Vision Multilane Highway and Challenge Action Trees were also mainstreamed in organisational Board meetings, AGMS and decision-making structures. For further details see RRDD Manual.

Drawing on the, the GJR then acted as a periodic aggregation of this community-generated information with an event that assessed the community-led experiences in the light of the wider women's human rights framework of CEDAW. Leading then to visioning and planning for movement-building eg on women's land rights in the following phase. Depending on the specific focus of any particular process, other tools for eg leadership and organisational development, livelihoods, value chain or financial planning could also be added.

However in most GALS processes the Community Action Learning stage has not been implemented as envisaged. In particular any upscaling has been conceived solely in terms of sharing tools, not using tools for exploring gender and other issues in group meetings and organisations. The Gender Justice Review process has therefore come to be seen as a one-off kick-start 'gender' event or even an end of project gender impact assessment conducted by an external consultant, rather than what was originally envisaged as an organisational bringing together of experience for planning the next phase.

In RWEE also the Community Action Learning stage has not been implemented, nor are the tools widely used for exploring issues in self-facilitating groups. In addition, because RWEE focuses primarily on women, participation of men in GALS is comparatively low, particularly in Nepal. For this reason it is suggested to rename the process 'Happy Family Review' (HFR) as a way of encouraging more men to participate in a process of changing gender inequalities.



Table 1: Tools and adaptation in Kyrgyzstan and Nepal !!! to be elaborated after Skype

	Context	Tools	Facilitation Skills	HFR adaptation focus
<p>Kyrgyzstan started May 2016</p> <p>Chui Naryn Osh Jalalabad</p>	<ul style="list-style-type: none"> High levels of literacy and education Common language Experience of cooperatives and management Relatively high level of infrastructure but limited market economy Ex-Soviet/ Islamic/Kyrgyz cultural context with historically little restriction on women's mobility National process in widely dispersed locations across Kyrgyzstan that are not easily linked 	<p>Catalyst Process</p> <ul style="list-style-type: none"> Soulmate Visioning Gender Diamond Happy Family Tree <p>Organisational strengthening</p> <p>Organisational Multilane Vision Journey</p> <p>Livelihood Strengthening and BALI</p> <ul style="list-style-type: none"> Business Innovation visioning Increasing Income Challenge Action Tree Market Map Livelihood Multilane Calendar <p>Gaps</p> <p>Less emphasis on Empowerment Map and only done non-GALS Leadership Training for senior management?</p>	<p>Because of the focus on upscaling through Women's Association, a lot of emphasis was placed on participatory self-facilitation skills of champions.</p> <ul style="list-style-type: none"> Songs Group self-facilitation in Gender Diamond and Trees Community sharing 	<p>Strengthen and deepen the focus on gender equality within the Happy Family focus</p> <p>Continue to strengthen champion self-facilitation skills, including songs</p> <p>Re-start the upscaling and peer sharing through incorporation of Empowerment Leadership Map from iLEAD methodology</p>
<p>Nepal started July 2019</p> <p>Terai</p>	<ul style="list-style-type: none"> Low levels of literacy among women Multiple ethnic groups and languages Some ethnic groups like ?? have high restrictions on women's mobility, others like ?? have far fewer restrictions Narrower geographical spread and easier to link??? 	<p>Catalyst Process</p> <ul style="list-style-type: none"> Vision Journey Happy Family Tree Empowerment Map <p>No livelihood strengthening/BALI or organisational and leadership training</p>	<p>??</p>	<p>Strengthen champion drawing skills to communicate across language and ethnic barriers</p> <p>Strengthen and deepen the focus on gender equality within the Happy Family focus</p> <p>Strengthen champion self-facilitation skills, including songs</p> <p>Re-start the upscaling and peer sharing through strengthening Empowerment Leadership Map from Catalyst workshop</p>

HFR Aims

- To reinforce the motivation and skills of the champions in individual reflection, planning and tracking of progress on the tools they know so far, bringing these together into their next plan
- To deepen and strengthen the focus on changing gender inequalities, referring to the UN CEDAW framework of women’s human rights, building on the spontaneous community-led changes that have occurred in areas like violence, division of labour and decision-making.
- To develop and re-inforce participatory self-facilitation skills of champions for use of tools for decision-making and exploring issues in social networks and small groups and their associations. Including ‘fun’ processes like songs and role play
- To strengthen the engagement and commitment of men in the same households and communities to changing gender inequalities that constrain women, and also themselves, from achieving their full potential.

HFR Tools

Tool 1 Achievement Journeys	to retrospectively plot how people achieved the progress they have, and particularly opportunities and challenges and implications for future.
Tool 2 Happy Family Diamonds	to help women and men reach consensus on ways forward in increasing happiness in households through addressing different dimensions of gender inequality and women’s human rights.
Tool 3 Gender Balance Challenge Action Trees	to identify the things women and men do to cause and reinforce gender inequality and potential actions to address these causes, and concrete commitments to change going forward in relation to gender equality and women’s human rights.
Tool 4 Multilane Vision Journeys	to bring together the actions and commitments as the gender and family component of Multilane Vision Journeys going forward.

Proposed Schedule

Day 1: Review of progress Tool 1: Achievement Multilane Highway	<ul style="list-style-type: none"> • Happy Family Soulmate Visioning (champions go straight in, no organisational introduction) • Individual review of Vision Journey, Happy Family Tree and Social Empowerment Map/upscaling achievements • Mapping these onto an individual Achievement Multilane Highway. • Songs
Day 2: Happy Family Diamonds (groups)	<ul style="list-style-type: none"> • Quantification of changes from Happy Family Trees • Happy Family Diamond
Day 3: Gender Balance Challenge Action Trees (groups)	<ul style="list-style-type: none"> • Gender Balance Challenge Action Trees • Songs on gender balance issues
Day 4: Happy Family Review plenary feedback	<ul style="list-style-type: none"> • Songs round 1 • Plenary feedback of group Diamonds • Songs round 2 • Plenary feedback of group Challenge Action Trees • Songs vote
Day 5: Multilane Vision Highways	<ul style="list-style-type: none"> • Individual Multilane Vision Highways middle gender/HH lane • Upscale and leadership maps (from RRDD and iLEAD Toolkit) and bottom lane • ‘The New Happy Family’ Role Play (1 women’s and 1 men’s)
Day 6: Community Day	<ul style="list-style-type: none"> • Role Play performance • Songs • Sharing with men and local stakeholders

Logistics

There are a number of different forms that the Reviews can take depending on purpose and budget. In RWEE, given logistical issues of linking geographical locations and the need to build champion participatory facilitation skills in both countries at this stage, the suggestion is to have a series of smaller events of around 30 participants who will be selected on the basis of location to form the nucleus for upscaling. At this stage any 'impact assessment' will be more qualitative and indicative. Over the longer term participatory action learning information systems to collect quantitative information for advocacy could be built up through the Associations, but not feasible at this stage. More statistically robust information will continue to be gathered through other mechanisms currently used, based on the issues and questions coming up from the HFR process.

These HFR events can be residential workshops, a series of one day workshops in different communities or more qualitative work to mainstream tools into existing activities. A key issue being availability of champions during agricultural seasons, and potential constraints from Corona Virus. Once skills have been built, and funding secured, the annual Review can even be a very large Gender Justice Event like a Civil Society Fair.

Follow Up

Part of the lead expert's task however will be to build the capacity of the rest of the champions to replicate reviews in other locations for upscaling. After 1 year the local actors will be able to upscale and replicate themselves, including use of the new tools.

Outcomes for champion participants

- review of tools and understand achievements and implications for future plans
- understanding of how own individual progress and progress of people in their own networks relates to that of people in other groups
- deeper understanding of gender justice/equality and the national and international context of CEDAW
- shared experience and ideas on ways of deepening and accelerating change and addressing more difficult constraints
- get training in ways of building on the tools they have already learned in order to advance towards their visions eg for livelihoods or financial planning.
- reinforcement of leadership and participatory self-facilitation skills to share with their group and equip them for application for **GALS certification ?? (champion certification as paid community trainers is an issue to be discussed)**
- feel part of a bigger gender change movement, meet new friends and make contact with other stakeholders

Outcomes for organisations

- understanding of community-led changes - how people have achieved what visions, and the spontaneous gender changes that have taken place in division of labour, incomes, assets and decision-making (achievement journeys)
- review and deepening of the gender justice visions, with more concrete indicators (Diamonds) in order to inform the gender indicators for monitoring
- strengthened capacity of champions to take the lead in upscaling and facilitating gender discussions in their Associations
- assess the implications for any further adaptation of the methodology (process or tools) for identify ways of identify ways of integrating GALS (gender messages, participatory processes and diagram tools) into other organisational activities to reduce costs and increase opportunities for upscaling. And plan for any need to revise existing training materials. (to be developed with the consultant after the HFR).
- plan for support and Phase 2 (to be developed with the consultant after the HFR).