



ETHIOPIA CSSP

GENDER AND SOCIAL INCLUSION

SUCCESS STORIES

PART 1: INTERNATIONAL STORIES

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Abbreviations used

CSO	Civil Society Organization
CSSP	Ethiopia Civil Society Support Programme
FGM	Female genital mutilation
GBV	Gender based violence
M&E	Monitoring and evaluation
NGO	Non-governmental organization
PMC	Programme Management Cycle
SHGs	Self Help Groups
VAG	Violence against girls
VAWG	VAW and Girls
WDA	Women's Development Associations

EDITOR'S INTRODUCTION

This is the international section of a compilation of stories about initiatives perceived as highly successful and effective by gender, diversity and quality specialists within UK aid agencies. The collection relies for dependability on their well informed perceptions and wide-ranging knowledge of NGO/CSO action in relation to gender and diversity and the results of these. The stories were invited in order to inspire the new Ethiopia Civil Society Support Programme (CSSP), a multi-donor fund launched in September 2011 with the goal of contributing to national development, poverty reduction and the advancement of good governance and democratization processes through support to civil society. Similar stories will now be collected from within Ethiopia to compliment this international collection, as Part 2.

The stories are presented in the following sections, which represent the main areas of intervention planned by the CSSP.

1. CSO Strategic Integration of Gender
2. Education
3. Water
4. HIV/AIDS and Health
5. Livelihoods

KEY LESSONS TO EMERGE FROM THIS COMPILATION

- ✚ Many stories reveal the **power of personal experience** as a driver for change, for example
 - **Personal witnesses** to an example of gender inequality can make powerful advocates for change, especially when linked up with community level campaigning (Plan – Forced Marriage Campaign, CAWN: Intersecting Violences in Central America), or with internationally led campaigns (ActionAid: Changing Women's Lives – Women won't Wait)
 - **People describing personal experiences of individual transformation in their lives** seems to lead to genuine changes of opinion and behaviour in relation to gender equality issues. (Tearfund: Self Help Groups, Insightshare: Participatory Video, Oxfam GB: We Can Campaign)
 - **Cascading leaders and change agents** can be a powerful method in broadening the impact of an initiative. (Oxfam GB: We Can, Insightshare: Participatory Video)
- ✚ That **bringing together work on addressing HIV/AIDS with that addressing Violence Against Women and girls** can be successful in bringing about transformative change in terms of gender equality and addressing rising HIV infection rates for women and girls. (ActionAid: Changing Women's Lives – Women won't wait, Raising Voices: SASA!)

- ✚ Working with **religious leaders** on developing beneficial cultural practices can lead to greater success, given the respect with which these are held in the community. (Plan: Forced Marriage Campaign, Tearfund: Self Help Groups for Restoring Relationships).
 - ✚ It is possible to **integrate gender sensitivity** into Latin American Catholic CSOs (CAFOD : FRAYBA, Mexico)
 - ✚ **International campaigns** by international coalitions of aid organisations can be successful in changing legislation to promote greater gender equality. (ActionAid: Changing Women’s Lives – Women won’t Wait)
 - ✚ That **low-cost solutions are possible to meet the basic human dignity needs** of people living with disabilities, although these still represent a huge and unmet challenge, and it can be assumed that the needs of women living with disability even more so. (WaterAid – Sanitation for People Living with Disabilities).
 - ✚ Many of the stories emphasise that **long-term engagement with communities** is necessary to gain the trust necessary to create sustainable change.
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1. CSO STRATEGIC INTEGRATION OF GENDER

CAFOD: FRAY BARTOLOMÉ DE LAS CASAS HUMAN RIGHTS CENTRE (FRAYBA), MEXICO

Recommended by Tanja Haque, Gender Adviser, CAFOD

Fray Bartolomé de las Casas Human Rights Centre (Frayba) was founded in 1989 by the Catholic bishop of the San Cristobal de las Casas Diocese, Chiapas, Mexico. It is inspired by Christian and ecumenical values, and works for the defence and promotion of human rights, especially of indigenous communities and the people of Chiapas. The current President, Monsignor Raul Vera has a deep commitment to equality between women and men. During its 22 years of existence, Frayba has been run by women for 12 years, and there is parity between women and men in the institution and in the coordination of programmes; only in their advisory council do men predominate.

Frayba included gender as part of their triennial plans, and has deepened the coherence between its mission, strategic plan and annual operational plans. Moments of reflection have been held, such as a workshop carried out by the whole team on human rights and gender, and an external evaluation. But moving forward was slower than expected due to numerous changes in the team and to resistance among some team members. Priority was given to other topics and situations over and above gender.

Through the collective methodology for drawing up their five-year Strategic Plans, team reflection on institutional policies has incorporated a gender perspective as a fundamental pillar of the plan. The plan includes gender in its strategic objectives, expected results, indicators and specific activities. Gender is reflected in all the Annual Operational Plans; these have gender results and specific activities with the indicators to evaluate progress. Meetings amongst women from different communities and regions have been held and women have begun a reflection process around the exercise of their rights. Gradually, over the last three years significant changes are taking place. But the Frayba team is conscious that there is still a long way to go in institutionalizing gender. This implies deep personal and collective changes.

Progress

- There is now awareness in the team that gender is a key issue in the defence of human rights and social transformation, and that it is necessary to bring about individual and collective change to achieve this coherence.
- Before gender caused discomfort and tension in some team-members, apparent through their jokes. Now the entire team feels at ease with gender and such jokes are no longer made.
- Men set an example in their daily behaviour, such as making the coffee, picking up the used cups, etc. This makes other men lose their fear of being laughed at if they do so.

At the programme level:

- Each year there are specific activities for the active participation and organisation of the women in the communities, and promotion and defence of their rights.
- Women play a key role in San Sebastián Bachajón demanding the release of their imprisoned companions, as well as the marches and 8th March activities and women from several communities making public demands. Women did not play such a prominent role before.
- There has been reflection about structural inequality in the communities and social processes, the incorporation of women's rights in the norms relating to *ejidos* (public land), as well as advocacy in defence of women's rights.
- A gender perspective has been integrated into all Frayba's documents and materials.
- Gender indicators are used for biannual and annual evaluations. This has promoted debate and progress.

The 2009 Annual Human Rights Balance included a specific chapter on women's rights and as well as gender perspective in all the other chapters.

Obstacles Encountered

- Working in human rights can involve the perception that the issue of gender has already been dealt with, or there is a fear of taking it on, as people's weakness or contradictions will surface. This makes some people uncomfortable.
- The increase in human rights violations, persecution and threats in Chiapas implies increased workloads, and reduces opportunities to work on gender in the team in a significant way.
- Working on attitudes and behaviours is particularly challenging, as it may tap into fears (of being 'discovered' or exposing oneself)
- There have been difficulties in finding an appropriate methodology which allows reflection and promotes individual and collective change from a perspective of learning rather than shaming.

Lessons learned and sharing advice

- It is important that gender integration involves the whole team, not only people who are passionate about the subject.
- While people with great gender conviction and commitment are needed to promote gender (particularly at the outset), gender should be institutionalized so that it does not just depend on individuals (who may leave the organisation). The challenge is for gender equality to become part of the organisation's values and deep culture, as well as being integrated both institutionally and in programmes.
- It is been easier to incorporate gender in programmes first, promoting and strengthening the rights of the women in the communities. These advances serve as examples of good

practice and clear progress and they invite Frayba to be coherent with gender equality institutionally. This approach paves the way for creating 'virtuous circles', whereby the organisation builds on strengths, good examples and experiences.

- It is important to create plans collectively, integrating gender at every level, and to have small groups to enhance discussion and deep reflection.

2. EDUCATION SECTION

PLAN UK'S LEARN WITHOUT FEAR CAMPAIGN

Contributed by Kanwal Ahluwalia, Gender Adviser, Plan UK



Outdated cultural attitudes, poor conditions and lack of regulation in some of the schools of the world's poorest countries mean that cruel and humiliating psychological punishment, gender-based violence and bullying are a daily reality for millions of children.

Every child has the right to a safe school environment. Plan's Learn Without Fear campaign wants to end violence against children in schools. Plan's vision is of a world where children can go to school in safety and learn without fear or threats of violence.

Learn Without Fear targets three of the most common and damaging forms of violence in schools: sexual violence, bullying and corporal punishment. It finds that sexual violence is the type most suffered by girl children. The campaign is global in scale and places special focus on the 48 developing countries in Africa, Asia and Latin America where Plan works.

PLAN UK: FORCED MARRIAGE CAMPAIGN

Contributed by Kanwal Ahluwalia, Gender Adviser, Plan UK Description written on 04/07/2011

A courageous activist has helped launch Plan UK's new campaign to end the forced marriage of girls in the world's poorest countries. Jasvinder Sanghera faced death threats after setting up the first national helpline for UK victims, and her tireless work led to the creation of the UK's Forced Marriage Act. She has now joined forces with Plan to highlight the plight of child brides. Ms Sanghera, disowned by her family at 16 for refusing to wed a man she had never met, is championing Take the Vow, Plan UK's petition and call for action to end child marriage.



Plan UK has identified forced early marriage as one of the biggest barriers to education for girls in the poorest parts of the world. Their petition is pressing for an end to the practice of underage girls being forced to marry. The call for action follows a new report which reveals that one in seven under-15-year-old girls will become child brides in the world's poorest countries. The report, "Breaking Vows", says girls forced to marry in their early teens in these regions face a high risk of dying in child birth and are highly likely to drop out of school early. *(This report includes data on Ethiopia and campaigning conducted by the Ministry of Youth and Sport and its successes in the Amhara Region).*

Ms Sanghera was inspired to back Plan UK's efforts following a trip to Egypt to meet religious leaders and teenagers campaigning to end the practice of underage girls being forced to marry. In Egypt, Plan UK supports community committees who campaign against forced early marriage and FGM. These include religious and government officials.

One such Committee consists of a total of 31 women and 2 men. Both the men are religious leaders and therefore have significant amounts of respect and influence in the communities. Having them on-side greatly enhances the reputation and success of the Committee, particularly as they work on sensitive issues in deeply conservative communities. The Committee meets regularly and focuses on both early forced marriage and FGM. Using real life examples, they work with communities to raise awareness of girls' rights and the negative effects of both issues.

The Committee members face challenges, such as the lack of awareness about girls' rights and especially the negative implications of FGM and the fact that it is such an in-grained cultural practice, making it hard to change the minds of particularly older members of the community. However, although FGM was culturally sanctioned previously, it has now been made illegal so this has contributed to a decrease in the practice. Also, by engaging doctors in their work, they managed to convince communities of the negative physical effects of FGM on girls' health. This often convinced fathers who would adhere to the advice of the doctors, but it was actually often older women who perpetuated FGM and whom they had to work hard to convince. This was done mainly through using real life case studies of families in the community who had been negatively affected by FGM or early marriage.

A female member of such a committee describes their success as follows:

Working with sheikhs and doctors who we have trained in VAW we tell community members about the physical and psychological damage that FGM causes. We have made good progress and recently we are also discussing early marriage and we worked with community members to help them identify that this was illegal. We work with community members to identify issues that are important to them. Then during home visits we identify the challenges around early marriage. For example, when girls become 12, it is their parents who put pressure on girls to get married and even to get pregnant. We explain how this is a breach of the girls' human rights. However, we're talking about changing long term attitudes, so we need long term interventions."

Plan UK is calling on the UK's International VAW Champion, to press for more global attention and action on this issue. The organization is urging Britain's international development policymakers to strengthen UK engagement in efforts to halt early and forced marriage. Their Campaigner's personal experience supports their advocacy: "I am a survivor of forced marriage and it is a horrific form of abuse. It is extremely important that we tackle early and forced marriage whether it happens here or in Africa, Asia or other parts of the world. This issue needs to be on the international agenda".

INSIGHTSHARE: PARTICIPATORY VIDEO AND THE EMPOWERMENT OF MAYAN GIRLS IN GUATEMALA

Insightshare promotes the use of Participatory Video combined with the identification of Most Significant Change stories for individuals and groups to monitor and evaluate development programmes, to grow in self-confidence and to build skills to act for change. Their methods value local knowledge, build bridges between communities and decision-makers, and enable people to develop greater control over decisions affecting their lives. They use it for all PMC stages and to enhance communication, action and creating awareness around the issues communities face. They find participatory video promotes space for dialogue, and is useful for advocacy and communicating with policy makers. Combining participatory video and M&E also helps organizations to learn, e.g. from beneficiaries and to incorporate their ideas into their programming.

In Guatemala, Insightshare are training indigenous Mayan girls to use participative video for monitoring and evaluating programmes in which they are involved. This is happening within a social action programme called Abriendo Oportunidades (Opening Opportunities), run by the Population Council, covering issues such as reproductive health and contraceptives, women's rights, and delaying early marriage. Leadership roles in girls clubs are cascaded down internally, rather than provided by NGO staff. Older girls from the communities who have participated in the programme for a number of years, and who have acquired leadership skills, receive training, and act as mentors to younger girls. Older women advise the community girl leaders. There are now 80-100 community girl leaders, each in charge of holding girls' clubs in their own community. They target different levels of skills for girls, passing on their skills. Local partners also receive girls as interns, focusing their training particularly on GBV.

Participatory video fits well into this setting, providing opportunities for experiential learning. The girl leaders are trained to use this and Most Significant Change methods to make the M&E process more participatory. Whereas M&E often excludes those who are unable to write, video means that

anyone who can talk can participate. They focus on M&E for learning related to significant changes in girls' lives. Girls of 13-22 years, secondary pupils and those who have dropped out, talk about their experience of domestic violence, empowerment and changes in their relationships. Following the training, the girl trainees carry on collecting stories of change on their own, with the support of the Population Council.



The girl trainees work with existing group dynamics, inviting groups of girls with whom they are recording stories to vote together on the most significant story. The trainees and girl participants then film the selected testimony or facilitate groups in creating a drama – based on a story building method – before going on to film it. They are taught how to use the camera, using games and “storyboarding”, which involves drawing cartoons of sections of a story, translating these into shots, and planning these into a sequence.

Some topics are highly sensitive, but it can be a powerful and often cathartic experience for the girls to act out difficult social issues such as alcoholism or violence. Furthermore, when participants watch themselves back, they continue to reflect and discuss these issues together as a community.

As a result of the training and work in the community with other girls, the trainees fast develop powers of self determination and critical awareness, increased understanding of the actors, donors, recognising different levels of beneficiaries, and the importance of telling stories for learning. Through their participation in making a film and seeing this screened in their community and beyond, participants grow in self-esteem, and in the belief that “they are worth it”!

One of the findings of the participatory video work is that the girls most value the knowledge they gain through Abriendo Oportunidades about reproductive health, and the importance of understanding their options, taking care of themselves and having safer sexual relationships. All recognise their lack of sex education. This helps them avoid becoming mothers at 15. Because of Abriendo Oportunidades, many girls have delayed getting married and having children, preferring to continue studying, or to learn to produce handicrafts for their livelihoods. GBV is another important area, as most of the girls in the Abriendo Oportunidades Programme have suffered violence at the hands of their fathers, so it emphasises the prevention of domestic violence. Many have been able to escape the violence, and their increased self-esteem enables them to feel they are able to resolve

problems. Many happy endings are recorded in the films, for example, “my Dad now understands it is wrong to beat me and doesn’t do it any more”.

Another result of the participatory video training is that many of the trainees feel they can do new things with their lives, whereas before they were always told at home that they were less worthy than men. Social capital has increased – girls feel they were too shy before, but are now happy to talk and express their ideas in public.

Long term investment is needed to empower girls in this way - Abriendo Oportunidades has been running for many years and the participatory video training for a number of months, which has brought about deep integration of the learning and made it possible to track qualitative change. **It makes a huge difference that those passing on skills on empowerment and GBV are older girls in the community**, as the younger girls can easily relate to them and the stories. Such peer to peer work has been found to be effective. However, a long term plan is needed to make it sustainable, and the vision is for the Programme to become a girl movement in Guatemala with legal autonomy.

3. WATER SECTION

WATERAID: SANITATION FOR PEOPLE LIVING WITH DISABILITIES

Contributed by Louisa Gosling, Equity and Inclusion Adviser, WaterAid

South Asia Region, WaterAid in India: Tikeshwar gains access to sanitation and dignity (*Partner: Lok Prerna*)

Poliomyelitis kills, but suffering can be worse when people are afflicted with Post Polio Residual Paralysis. This can affect any part of the body, but generally affects the lower limbs. In the case of Tikeshwar Yadav, a 28 year old man from village Dhaka in Jarmundi Block of Dumka District in Jharkhand State, although born normally, he has been crippled since the age of 3 years (Photograph 1). Polio is the most probable reason for this paralysis below the hip.



Photograph 1: Tikeshwar Yadav

Tikeshwar is able to move around with the help of a special cycle granted to him by an NGO. (Photograph 2)



Photograph 2: Tikeshwar on his specially designed cycle

However, he did not have access to a toilet. His family is poor, and depends on farm labor for their livelihood. Defecation in the open was an every day ordeal for Tikeshwar. *Lok Prerna*, WaterAid's Partner in Jharkhand, decided to provide access to a sanitary toilet for Tikeshwar and his family. The challenge was to design a toilet all the family members could use, including Tikeshwar. Since Tikeshwar could sit on a chair, the end design is shown in Photograph 3. A commonly used toilet in India, the single pit, pour flush toilet was first constructed. On this, a plastic chair with a hole in the centre was designed. Tikeshwar could use the chair when he wanted to use the toilet; and the chair could be removed when the other family members wanted to use them. The chair is a light weight one, but of good, durable plastic. To assist Tikeshwar, a steel rod was put in the wall which he could hold to sit down / get up.



Photograph 3: The toilet design

The next challenge was water for cleansing. *Lok Prerna* made it easier for Tikeshwar to collect water in a pot from the village hand pump, get it on his cycle to the toilet, hook up the pot to the wall of the toilet, and a hose pipe to connect the pot to the tap inside. (Photographs 4 and 5). The system is such that all family members benefit from it. Tikeshwar has been using this toilet for more than a year now; it is more than a toilet for him....it has provided him with dignity.



Photographs 4 and 5: How Tikeshwar uses water inside the toilet for cleansing himself

During 2010, *Lok Prerna* constructed toilets for 9 more physically disabled people in their project area of Jarmundi Block, Dumka District. Each one has been designed for a specific individual need. Assistance in designing was sought from Handicap International. Construction was by trained masons. In addition, *Lok Prerna* conducted a survey in 25 villages and documented that 184 persons

suffer from physical disabilities, both locomotor and visual. The work done, and the additional information from the survey, was presented to the District Collector and District Water and Sanitation Mission. The *Lok Prerna* Team raised two questions from the experience:

Is it possible to support such persons for constructing a household toilet, using available funds, and

Can we train a cadre of masons who can be accessed to specifically design such toilets?

The District Collector appreciated the problem, and has directed the State Water and Sanitation Mission to specifically include support for the disabled in the Total Sanitation Campaign; and has directed the State's Commission for the Disabled to provide additional support for toilet construction, if needed. *Lok Prerna* and WaterAid are following up on these directives.

8% of Indians have a disability, 60% of which is estimated to be locomotor in nature¹. Fortunately, Polio has been eradicated in large parts of the country, and hence the incidence of post polio residual paralysis will be low. But Indians are living longer, and old age has its own locomotor problems. The challenge is to meet the needs of individuals like Tikeshwar, for whom individual designs will have to be developed. However, the costs of these special toilet designs are presently not covered under the Total Sanitation Campaign. Trained masons are few. Scaling up a programme to ensure men and women living with disability in India obtain access to a sanitary toilet is a challenge.

¹ The Census of India 2001

4. HIV/AIDS AND HEALTH SECTION

ACTION AID: CHANGING WOMEN'S LIVES - WOMEN WON'T WAIT

Contributed by Zohra Moosa, Women's Rights Advisor, written by Sarah Palmer, Campaigns Assistant, May 2011

ActionAid helped to found the Women Won't Wait campaign, an international coalition of organisations and networks committed to tackling VAW and girls and HIV and AIDS. Over the past four years the campaign has seen phenomenal success influencing international policy and donor practices, establishing national laws which promote women's rights and working side by side with women to realise and fight for their rights. Women Won't Wait is a coalition of organisations and networks from the global South and North. ActionAid coordinated the international campaign for three years until 2010 when this role transferred to FEMNET in Africa and FEIM in Latin America. The campaign is also established in nine ActionAid country programs – Uganda, Kenya, Zimbabwe, Nigeria, Vietnam, Guatemala, Malawi, Sierra Leone and Liberia.

International policy change

When Women Won't Wait began, little was known about how international donors were addressing the intersection of VAW and girls (VAWG) and HIV and AIDS. The campaign commissioned an analysis of programming and funding to assess the international community's approach. The research led to a baseline report Show Us the Money (2007) and has been followed by What Gets Measured Matters (2008) and What's the Budget? Where's the Staff? (2009), which documented donors' progress and made recommendations for further improvement. The first and significant success from this work has been the growing consensus around the intersection between HIV and AIDS and VAWG amongst donors. This consensus did not exist before the campaign. Following this, key donors, including the Global Fund and UNAIDS, have developed policy and action plans which recognise the links between HIV and AIDS and VAWG, and have dedicated budget towards this commitment.

National legal change

The campaign has been particularly successful in changing national laws – with success in many countries including Kenya, Guatemala, Uganda and most notably Sierra Leone. Three gains that have been made through this legislation in Sierra Leone are: the specific criminalisation of domestic violence; the recognition of women's equal rights to inherit property and the provision of a minimum age of marriage.

Women mobilising for change

ActionAid's focus has been to bring women, including those living with HIV and AIDS, directly into the policy making process to influence change themselves. This approach has had real impact, and has been praised by both partners and governments.

Malawi: The campaign established a network of Women Living with HIV and AIDS which grew to a membership of over 60,000.

Liberia: ActionAid mentors the Liberian Women's Empowerment Network which supports women in political leadership. It recently gained government recognition as the first national network of HIV positive women, and members have been invited to join the national AIDS commission.

Sierra Leone: over 6,000 women mobilized in rural areas to march on Parliament calling for laws addressing HIV and AIDS and VAWG. So immense was their pressure that the then President of Sierra Leone, Dr Ahmed Tejan Kabbah, was compelled to issue a Certificate of Urgency, which provided for Parliament to conduct all readings and committee stages for three new gender equality bills in a single session, ensuring the laws passed in advance of scheduled elections.

From laws to the grassroots in Sierra Leone

ActionAid is working with different communities of women to understand what the new laws mean for them, their rights under these laws, and how they can use them to hold people accountable for violations. In Sierra Leone, ActionAid worked with the Forum for African Women Educationalists (FAWE) to educate communities about the new laws on VAW and women's rights using community radios. From a \$1000 budget over 50,000 people in two chiefdoms benefitted from the FAWE programmes. In the Western Area, community leaders are now better able to respond to VAWG cases as they understand how to use laws to their advantage. In addition, women are more confident to speak openly about and to challenge perpetrators of violence.

ActionAid is also working in schools, using clubs and drama to teach girls and boys about sexual and reproductive rights and violence against girls (VAG). Through this work, children have become more confident to discuss VAG issues with their peers and space has now been created for girls to discuss VAG at school assemblies, at play and with their parents.

Indicators of success in Sierra Leone

Evidence of impact and achievements of the campaign are numerous and far reaching and include:

- Formation of laws that safeguard women's rights
- Formation of strong networks of women living with HIV and AIDS
- ActionAid considers that cases of VAW and VAG have been drastically reduced
- Reporting of cases of VAW and VAG have increased
- Absenteeism from school by girls has been reduced and girls' performance in school has enhanced

Challenges on measuring further impact on women's lives

Whilst there have been numerous successes, they are not always documented consistently. There is a lack of consistent bench marking and reporting on key indicators to measure impact over a period of time. At national level baseline research is often conducted, however the process of annual updates used by the international coalition is not always replicated. A process of consistent documentation and information sharing is required.

Hawa Jalloh: "Now I am free to do what I want" Hawa is 46 years old and lives in Mbundorbu in Sierra Leone, a village where ActionAid works:

"Before the passing of the law in 2007, a large proportion of the Sierra Leone population did not believe women had rights to a life of dignity. But things are now changing and this is because of these new laws that protect the rights of women. This has had a direct impact on my life. My husband decided he wanted to end our marriage, as he wanted to marry someone else. Not only would I lose my home and my source of income, he wanted me to pay him back a bride price of 150,000 Leones (£25). Fortunately, because of ActionAid, I knew about the new laws that were designed to protect the rights of women in times like this. So I refused to pay him this money. I also went to a meeting with the village chiefs to state my rights under this law, and they immediately ended any form of support in my husband's favour. Now I am free to do what I want. I am also entitled to half of our family's property, and my ex-husband knows this. We now have the law on our side, which will ensure we are no longer subjected to violence, discrimination and exploitation."

TEARFUND: SELF HELP GROUPS FOR RESTORING RELATIONSHIPS BETWEEN WOMEN AND MEN

Contributed by Mandy Marshall, Gender Adviser

During a gender and HIV workshop with a Christian community, I was talking about FGM. One man stood up at the end and led a time of repentance, a time of asking for forgiveness for not acting sooner and staying silent and allowing it to happen in their country. He expressed deep regret that he and others had allowed it to happen to the women and girls in their country. At the end of the week, actions plans centred around advocacy and awareness raising on FGM with a list of actions they could do now at no cost. It was an amazing transformation.

The workshop leader got to this point by setting up the context within a faith perspective, in this instance, Christian. So the workshop was geared to getting to a point of understanding, ownership and responsibility. It began with a devotion which looked at the value of an individual as made in the image of God, both male and female. This was then compared to the culture and society and the pressures and influences on our lives, highlighting the disparity in values of what society tells us is a sense of worth or value and what God says.

Day two started with a Bible study of the raping of Tamar. They reflected on the men involved in the story, not just the rapist. In the story, several men were involved in creating an environment which allows the rape to occur, and in silencing Tamar and preventing justice afterwards.

Participants reflected on the role of each man mentioned in the story, and what they could have done to change the situation and why they did not do so. Some of the men simply remained silent when the rape occurred which made them complicit. It was this particular aspect that the men linked back to when the issue of FGM was raised. They knew it was going on in their culture, but had stayed silent for whatever reason. Linking this with the raping of Tamar story brought a fresh light which made them realise that staying silent made them complicit in maintaining a culture of VAW and girls within their own culture.

This is a useful Bible study methodology which allows participants to work out cross references with their own situations. It was incredibly powerful to see men crying and on their knees, repenting of their silence, and leading to a real conviction to change things.

Key aspects for success

- Using language and a story that participants can engage with and relate to, in this case a Bible story, enabled them to apply the principles contained to their own situations and culture.
- Starting from a value based perspective of an individual's self-worth placed the training and information within a wider context and allowed self discovery.
- Creating space for participants to engage and lead their own learning allowed for a time of deep self-reflection before moving forward. In this case repentance over inaction before moving to action.

CHRISTIAN AID - STEPPING STONES

Recommended by Christian Aid's Angola Gender Focal Point

Stepping Stones is a life-skills training package in gender, HIV, communication and relationship skills. It covers many aspects of our lives, including why we behave in the ways we do, how gender, generation and other issues influence this, and ways in which we can change our behaviour, if we want to. It was developed between 1993 and 1995, mainly in Uganda, working with a rural community, where Muslims, Protestants, Catholics and others were all living together in the same village. The package was designed in response to the vulnerability of women, men and young people in decision-making regarding sexual behaviour, through men's gendered patriarchal domination of women and older people's generally repressive attitudes towards youth.

Stepping Stones has been used by many organisations to address a wide range of issues, found in any community anywhere, concerning different aspects of our lives that influence our health and well-being. Rather than imposing imaginary experiences on participants from elsewhere, it encourages participants to think about their own lived experiences in relation to these issues. Therefore each Stepping Stones workshop is unique, depending on the specific lived experiences of the participants in that particular community. This enables participants to develop their own

solutions which are specifically relevant to their own concerns, which belong to them.

The diagram below shows the kind of issues which arise in the Stepping Stones process.



Stepping Stones workshops are like a journey, or like a path of stones across a river. A participatory approach of non-formal learning through shared discussions and accompanying creative activities is used. Exercises are based on participants' own experiences. Role play and drawing exercises enable everyone to take part: no literacy is needed, so everyone relies on their own experiences equally. Participants discuss their experiences, act them out, analyse them, explore and consider alternative outcomes, develop strategies for achieving them and then rehearse these together and reflect on them in a safe, supportive group. Thus Stepping Stones moves well beyond simple "knowledge" programmes, to higher-order questioning and analysis, which enable all participants to develop powers of "critical literacy", to understand why we behave in the ways we do - and to work out, assess the potential consequences and rehearse together ways in which we can change in future.

People feel safe because most sessions take place in groups of their own gender and age, with facilitators of the same gender and similar age. Participants also enjoy the sessions because there is a lot of fun and laughter as well as the more challenging work.

Distinctive characteristics of the Stepping Stones process are:

- Workshop Structure: Fission and Fusion
- Working with community members
- Using creative arts
- Having fun

From: http://www.steppingstonesfeedback.org/index.php/About/What_is_it/gb

SASA! ACTIVIST KIT TO PREVENT VAW AND HIV/AIDS

Recommended by Beverley Jones

SASA! is being used in Uganda with Raising Voices. It is a slow-moving, culturally sensitive methodology for addressing VAW and children. The heart of SASA! is a power analysis – which makes it relevant to all forms of inequality and exclusion.

The Method

Through² its work with communities in East and Southern Africa, Raising Voices has learned that reproductive health education and the ABC approach are insufficient to prevent HIV infection among women. In order to effectively prevent HIV, it is crucial to recognize and work to prevent the violence that many women experience in their intimate relationships. In East and Southern Africa, VAW is fuelling the epidemic – it is both a cause and a consequence of HIV infection. To this end, Raising Voices has created an activist kit, entitled SASA ! for organizations working to prevent HIV infection and VAW.

In Kiswahili, *sasa* means “now”. Raising Voices believes that the time to begin thinking differently about preventing the spread of HIV is *now*. SASA ! provides organizations with practical materials and information to incorporate into their existing HIV and VAW programs to address these issues in tandem and recognize the linkages between the two. In addition to its Kiswahili meaning, SASA ! is also an acronym for the four sections of the Activist Kit:

Start	How to begin your work;
Awareness	Educating and providing information on the link;
Support	Providing suggestions and a platform for discussion on how we can create supportive relationships and communities;
Action	Practical ideas for how everyone can prevent VAW and HIV.

The Activist Kit is filled with practical resources and activities for advocacy, local activism, training, and media that organizations working on violence or HIV/AIDS can use to incorporate these cross-cutting issues into their work. Highlights include: a 30 minute advocacy film (on DVD) and screening guide, posters, comic sheets, community drama sketches, radio programs (on CD) and a series of

² Downloaded from <http://www.raisingvoices.org/files/SasaCaseStudy.nov07.pdf>

training modules. All the materials are designed to push the boundaries on these issues, helping organizations and their stakeholders analyze old problems in a new light and rethink issues of power to respond boldly and create a climate of activism against violence and HIV/AIDS.

A New Conceptual Framework

In many countries in East and Southern Africa, ‘gender’ has become technical jargon, unfortunately often misunderstood and misconstrued. There is clearly potential for ‘gender fatigue’ to set in. Yet activists know that the transformative intention of gender analysis has not yet been realized – and this is evidenced clearly in the rising HIV infection rates for women and the alarming levels of violence women experience.

SASA ! pushes organizations and individuals to rethink old problems; to see long running issues in a new light. SASA ! pushes boundaries – it avoids old jargon and promotes a new bold analysis of power. It examines how power over women hurts us all. It demonstrates how power with others can provide essential support to women, and how we all have the power to create change. It provides organizations with a sound conceptual framework for discussing the link between VAW and HIV/AIDS and the programmatic structure in which to implement creative and comprehensive programs.

Users

SASA ! is designed for organizations in East and Southern Africa, and other English speaking communities on the Continent. It is intentionally designed for both organizations that traditionally address VAW as well as HIV/AIDS agencies. The aim is to generate synergy by making the case that in our context, addressing both in tandem will significantly improve outcomes in both areas. The activities in SASA ! are intended to reach a broad spectrum of stakeholders from community members and leaders at the grassroots, to journalists and editors, policy makers, and service providers (i.e. health care providers, counsellors, police, social welfare, etc).

SASA ! Components

SASA ! is a kit packaged in a box with handy pocket guides, CDs, DVDs, communication materials, etc all individually printed as practical, hands-on resources that staff can take directly to communities. In addition, because Raising Voices recognizes the minimal impact that one off activities have on creating awareness or action, there is also a broader overview and structured process for organizations to draw on when designing interventions. SASA ! is designed as a four step process:

<p>Start</p>	<p>Explains the linkages between violence and HIV/AIDS, with foundational information for working on violence and HIV/AIDS, and to foster individual’s <i>power within</i> and the importance of creating a culture of activism. A SASA ! Activist pocket guide with key talking points, organizing tips and ideas staff can take with them to the community, and a SASA ! map to help users learn about what is in the activist kit and where they can find it are also included.</p>
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Awareness	Provokes a new and more political analysis of the linkage between violence and HIV/AIDS, challenging staff and stakeholders to go beyond the rhetoric and lip service to examining why these problems are happening. Materials emphasize that male <i>power over</i> women and girls is a violation of their fundamental human rights and to promote a new level of awareness and internalization of the issues.
Support	Motivates women and men to support women experiencing violence and HIV/AIDS, men who use violence, and community members to speak out on these issues in both personal and professional capacities. Recognizing the importance of secondary prevention, activities are designed to help mitigate the consequences of violence and HIV on individuals. This section emphasizes that <i>power with</i> others is life affirming and life saving.
Action	Inspires and moves women and men to create change. Recognizing the importance of primary prevention, activities are designed to facilitate longer-term attitude and behaviour change. This section emphasizes that we all have the <i>power to</i> prevent violence and HIV.

Lessons Learned

As Raising Voices develops and uses SASA ! in communities in Uganda and Tanzania, it is learning valuable lessons for the prevention of VAW and HIV/AIDS, such as:

- A conceptual framework of power allows both women and men to become engaged in the issue. Using the language of power is helping community members connect with interlocking oppressions.
- It is challenging to raise the issues of violence and HIV/AIDS together as HIV/AIDS often pushes out the dialogue of violence – people naturally tend toward the discussion on HIV/AIDS as more comfortable, familiar and traditionally having ‘easier’ solutions attached to it (i.e., using condoms, limit sexual risk taking, etc).
- The connection between VAW and HIV/AIDS needs to be introduced carefully and through a process over time with communities.
- In order to achieve meaningful change in communities, a whole cross section of the community needs to be engaged and involved.
- Staff need sufficient training and support to address the interconnected nature of the issues. More often, they are comfortable with either VAW or HIV/AIDS but not with the intersection.
- Organizations can effectively work toward preventing the dual pandemics through a gendered analysis. This is ultimately more sustainable as the prevention focuses on the root causes of VAW and HIV/AIDS which is the imbalance of power in relationships.

OXFAM'S WE CAN CAMPAIGN

Recommended by Ines Smyth, Senior Gender Adviser, Oxfam GB

In India, Pakistan, Bangladesh, Sri Lanka, Nepal and Afghanistan, Oxfam is supporting the We Can campaign to end VAW. The aim of this South Asian campaign was by 2011 to have recruited five million volunteer Change Makers to help mobilize 50 million people and bring about a sea change in attitudes towards women, and create a fairer and more equal society in which women's voices are heard.

The goal is to reduce the social acceptance of VAW in all its forms. It focuses on domestic violence, based on the premise that VAW has its roots in familial relationships and gender inequalities played out in the home. Initiated in 2004, its approach is to encourage and promote the transformation of personal attitudes, practices and behaviour of women and men in relation to VAW. The way the Campaign does this is to promote "Change Makers", ie individuals within communities who having lived through a change themselves try to persuade others to change similarly, ie cease to support for or the use of VAW.

Its theory of change is that **personal and individual transformation** is an essential part of the journey towards social, cultural and political change. The vision of the campaign is to generate a mass social movement which will create a social and cultural climate in which VAW is not tolerated.

An evaluation carried out in 2011 concluded that there is evidence of "significant and substantial contribution by We Can to shifting attitudes and practices on violence against women" and that "community changes could be seen as steps towards changing wider gender norms". By mid-2011, 3.7 million change makers had been registered across the S Asia region. The Campaign has now spread beyond the region to E and C Africa, Europe and Canada, where some 200,000 change makers have joined it.³

A lesson learnt was that although Change Makers and their circles of influence showed awareness and supportive attitudes in relation to many issues related to women's equality, some attitudes related to specific forms of VAW were ambivalent, and harder to shift than others. Another was that the personal qualities and social context of individuals were determining factors in their ability to respond to the possibility of change, the challenges faced and the kind of changes they achieved.

ADDRESSING INTERSECTING VIOLENCES IN CENTRAL AMERICA

Recommended by Marilyn Thomson, Gender Consultant and Co-Director of CAWN (Central America Women's Network)

³ From Suzanne Williams, Measuring Change – 2011 evaluation of the campaign.

CAWN has identified the importance of addressing the inequality, and hence VAW, which results from the multiple identities giving rise to discrimination in a given society. Their website contains the excellent Toolkit for identifying and addressing “ Intersecting Violences”
<http://www.cawn.org/11/cawn.htm>.

This contains many useful case studies of the successful application of this approach, of which the following is an example:

CEM-H (Centro de Estudios de la Mujer en Honduras – Centre for the Study of Women in Honduras) has been a pioneer in setting up self-help groups (SHGs) for women affected by all forms of violence in poor and marginalised communities, women from ethnic minorities such as the indigenous Lenca and Afro-descendant Garifuna.

Through the SHGs, women victims and survivors of violence access services such as counselling and emotional support. If needed, they also receive legal advice and support for reporting crimes and follow-up cases to the police or to court. The main success of this initiative is that women who provide these services are local women from their own communities, who have themselves suffered some type of violence and have managed to overcome it. With specific training, some of these women have become SHG facilitators and others legal promoters.

Training in sexual health and reproductive rights, HIV and AIDS prevention, self-esteem and practical income-generation skills is provided to engage and support women survivors in new paths of freedom, independence and activism.

To integrate a holistic approach aimed at eradicating VAW, the CAWN–CEM-H project has included sensitising men on new forms of non-violent masculinities. Through workshops and training sessions for young and adult men from all backgrounds, male participants discuss and challenge gender roles and stereotypes. Gradually, more men have become interested in taking part in women’s rights work, demonstrations and campaigns. They are now forming small networks of men against VAW, and are participating in further discussions and community training to transform gender relations.

As part of this initiative, the project includes training for the police. The methodology ‘In Her Shoes’ was put into practice with police in Intibucá, a town with a majority of indigenous Lenca population. As a result, women started seeing a change in the approach of the police when dealing with domestic violence reporting and the persecution of perpetrators.

However, more recently relations with the police have deteriorated once again, thanks to changes in the political situation. Trust that had been built up as a result of training with police has been lost. The lesson is that provision for domestic violence is dependent on political will as individuals change jobs and new police officers might not have received the training – and rights hard won by the women’s movement can easily be lost.

5. LIVELIHOODS SECTION

WOMEN'S DEVELOPMENT ASSOCIATIONS IN EASTERN SUDAN

Recommended by Barnaby Peacock, Head of Impact and Practice at Practical Action, and Roger Lewins, Researcher in Participatory Planning & Institutional Analysis.

Written by Hashim Altayeb, Quality Assurance Manager, for the Practical Action website

Practical Action launched the Women's Development Associations (WDAs) Project as a food processing training project in April 1994 in Eastern Sudan. The project covered the areas of Kassala and Gedarif states, targeting poor women-headed households, including marginalized women. Communities were involved in a broad range of productive technologies, accessing local markets, and high numbers of low income and unemployed women and men were migrating into the area. The project hoped to strengthen WDAs as active CSOs in Eastern Sudan.



A WDA member displays her products

Practical Action provided support by equipping WDAs with necessary knowledge and skills, which have enhanced the members' income-earning opportunities and improved their overall living conditions. It also helped WDAs to communicate with each other, and create links with potential supporters such as credit institutions and related authorities.

An evaluation was carried out using a participatory methodology to ensure the involvement of stakeholders and partners in this learning process. This found six WDAs in existence in the region, working as part of civil society at the local level, and often taking a lead role among other organizations. There is clear evidence of strong structures, strategic plans and democratic practices in place, which have enhanced the level of organizational development and the WDA's working style. However, each WDA's achievements vary depending on how long they have been established, the level of support obtained and the incentives and motives that exist among the women. Women are now able to voice their concerns, challenge and even change some negative constraints impeding their development at the local level.

The WDAs showed initiative in establishing and maintaining relationships with other organizations directly and through networks. The project's good results are seen to be due to its engagement with market value chains, and to carve out space for women to organise, and create political space for themselves. It built creatively on the empowerment women gained as a positive by-product of the lengthy civil war they lived through.

Project Objectives

- Raising the profile and capacity of the WDAs as organizations to help their members
- Recognition and involvement as key actors and community mobilizers in development initiatives
- Women's participation and increased confidence in lobbying and advocating for changes in local policy decisions (for example lobbying the Ministry of Education to make changes in the curriculum offered to women)
- Economic independence through increased access to and control over production of goods, services, facilities and effective management of income generating activities
- Improved equal access to services such as education, health care, water supply and electricity
- Understanding of different perspectives on gender roles
- Formal recognition of women's groups
- Social resilience, self-confidence and self-esteem



A teacher at work in a local WDA building

Project impact

The WDAs have equipped their women members with skills for income-earning opportunities through training (managerial and vocational) and facilitating access to financial services. The project has focused on group-work enterprises, capacity building and enhancing members' access to resources and social benefits. The project has enhanced women's ability to negotiate and to voice their concerns and their awareness with respect to their rights as women.



A woman speaking on our food processing programme

at a conference

An important impact has been the increase in women's incomes. Most of women engaged in the small businesses realized an increase in their income of 25% in Gedarif and 28% in Kassala. The income of some of the members was almost zero before joining the WDAs and this small increase in income has improved the women's ability to pay education fees for their children, enhance the nutritional status of their food, improve their housing conditions and participate in, and contribute to, their social commitments.

The impact of the project has gone beyond the direct material benefits to include expanded awareness and learning. A change in members' attitudes has been witnessed and women have started to challenge their situation.

THE 'WOMEN'S COLLECTIVE ACTION IN AGRICULTURE' WIKI

Recommended by Ines Smyth, Senior Gender Adviser, Oxfam GB

Collective Action holds aims to assist the multitudes of women whose primary livelihood is dependent on their ability to farm the land and access markets. In the sub-Saharan countries in Africa where research is being carried out, it is hoped that coordinated efforts to find out what works, and what hasn't worked, may help improving their lives.



The project gathers evidence on effective ways of organising for women smallholders to enhance their incomes, asset ownership and empowerment. It also identifies and promotes innovations and effective strategies of support to women's collective action. It is fast becoming an important repository of knowledge about women's collective action in agricultural markets.

Member of the project team can collaborate closely with other members and jointly develop content and update the public on progress made in the project and key research findings.

Members of the public, can use the site to access information, provide inputs to the research, and comment on findings.

The project is collecting evidence on women's collective action in agricultural markets in Ethiopia, Mali and Tanzania. It analyses the conditions under which women benefit from such collective action, and identifies innovative forms of collective action to improve Oxfam's strategies of support and to influence others. It also holds stakeholder dialogues to discuss the results from research and get feedback on plans for future phases.

Co-conveners of the dialogues are:

Mali: National Federation of Rural Women (FENAFER) and Association of Professional Producer Organisations in Mali (AOPP)

Tanzania: Tanzania Association of Women Leaders in Agriculture and Environment (TAWLAE)

Ethiopia (2010): Organization for Rehabilitation and Development in Amhara (ORDA), West Gojam Bureau of Agriculture and Rural Development (BoARD) in Jimma, and the Ministry of Agriculture and Rural Development.