



Accelerating Progress Towards Economic Empowerment of Rural Women in Kyrgyzstan (RWEE) 2012 – 2017

Gender Action Learning for Sustainability at Scale

Pilot in Kyrgyzstan May – November 2016

Edited Report and Upscaling Plan

by Linda Mayoux

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Part 1: GALS in RWEE Kyrgyzstan



Introduction

The Kyrgyz Republic is the second poorest country in Central Asia. Only 7% of the country is categorized as arable land, the remainder of the territory is mostly mountainous. Livelihood and income of poor families in rural areas substantially depend on natural resources and environment. Inter-ethnic conflict and the political, climatic and economic instability in recent years resulted in significant losses in agricultural production and negatively affected food security. As of 2014, 38% of the population lives below the poverty line, and the poverty level has grown by 6.3 points since 2008, while the poverty depth has remained almost the same reaching 7.7%. An estimated 14% of households were found to be food insecure in September 2013.

The National Sustainable Development Strategy for the Kyrgyz Republic 2013-2017 contains a chapter on gender (at the end of the section on Social Issues). This cites research that women spend up to 90% of their income towards their families, leading to the improvement of the society as a whole and sustainable development. Gender equality and women's human rights per se, are discussed in the light of support for the family. Although there is a shift of responsibility for children from the state to 'parents', there is no explicit mention of men's role. There is also a shift in emphasis from political involvement to increased economic opportunities for women through the expansion of female employment into traditionally non-female occupations and expansion of women entrepreneurship support programmes. The third element is adoption of measures to reduce the number of early marriage, reduce violence against women, consolidate positive traditions, support mothers and fathers in their exercise of parental functions and combining of career with family duties.¹

The Rural Women's Economic Empowerment Project 2012-2017 is implemented by UNWomen, FAO, World Food Programme and IFAD and consists of a number of levels of intervention:

- 1) **Economic Empowerment** through supporting rural women organized in self-help groups to help overcome stereotypes regarding women's inability to manage effective agricultural production.
- 2) **Female Leadership and Participation** working with local government and Pasture Committees and Water User Associations where women's participation is currently low.
- 3) **Enabling Policy Environment** through strengthening capacity of policy makers and National Statistics Committee (NSC), and local governments to track progress in the economic empowerment of rural women.

This Consolidated Report presents the experience of piloting of Gender Action Learning for Sustainability (GALS) methodology and associated meetings with stakeholders and service providers May to November 2016. It is written as the basis for upscaling by champions and CDA in 2017. The main body of the Report focuses on general overview, conclusions and ways forward. Details of activities on which these are based are given in the respective Annexes.

The Report complements materials linked through the Kyrgyzstan blog page:

<http://gamechangenetwork.org/asia/kyrgyzstan> including:

- Links to other GALS Toolkits useful for the Kyrgyz Manual are given in the main page, and the most up-to-date versions of further toolkits can be accessed from the right-hand menu links. These materials are Copyrighted to Linda Mayoux but with this report I give permission for these

¹ National Sustainable Development Strategy for the Kyrgyz Republic 2013-2017 p45.

to be translated into Kyrgyz and/or adapted provided the original document is fully acknowledged and use is ethical according to Creative Commons principles. (see <https://creativecommons.org/licenses/by/4.0/legalcode>)

- videos of songs and Naryn Workshop Tools and process in Kyrgyz with English translation that can be used to help the champions and service providers to enliven and motivate follow-up meetings with the champions. There are formats for screen (large file), tablets (medium size) and mobile (smallest) as well as downloadable photos.
- simplified and updated versions of the GALS Catalyst tools based on recent experience of an SNV process in Ethiopia can be found on <http://gamechangenetwork.org/africa/ethiopia> . Updated and simplified GALS overview and facilitation guide will be available on that page by end of March.
- updated resources on Financial Action Learning (FALS) will be available by end February from forthcoming work by IFAD in Nigeria on: <http://gamechangenetwork.org/africa/nigeria>

Further GALS materials – toolkits, videos and songs, including facilitation and MandE– from other processes are available on <http://www.galsatscale.net/Resources.html#toolkits> . High resolution photos and longer videos can be found on <http://www.zemniimages.com/GameChangeNetwork/Kyrgyzstan> ². A Kyrgyz Toolkit is also available from CDA. What is GALS?

GALS (Gender Action Learning for Sustainability) is a gender-focused adaptation of a generic methodology ‘Participatory Action Learning for Sustainability’ (PALS) that has been developed by Linda Mayoux with organisations in Africa, Asia and Latin America since 2002. Many of the tools and techniques were developed as a response to resistance and costs generated in more traditional gender awareness and gender training and the lack of rigour in many participatory methodologies because of inherent power dynamics.

Participatory Action Learning System (PALS)

PALS is a **“community-led empowerment methodology which aims to give women and men of all ages more control over their lives, increase incomes and contribute to civil society strengthening.”** Women and men ‘champions’ in communities, organisations and private sector clarify their visions for change and progress, develop achievable targets for change and concrete plans to move towards their visions, based on analysis of their current situation, past achievements and strengths/opportunities and weaknesses/challenges.

The PALS methodology uses mainly (but not only) drawing and diagrams because it is possible to put far more information and complex analysis on one page using structured diagrams and symbols than in writing. Drawing and diagramming develops creative and lateral thinking skills needed in the modern world. It also facilitates the equal and in-depth communication between different groups in society and across language barriers needed for multi-stakeholder democratic participatory decision-making. It uses specific participatory facilitation techniques to develop leadership skills and enable truly participatory facilitation of large numbers of people. It also uses songs and role play to reinforce thinking and experience of change.

The aim of PALS is to set up a self-sustaining and dynamic community-led movement for wealth creation and change in power relations at all levels. The focus is on setting up self-expanding peer

² IF ANY MATERIALS ON KYRGYZSTAN ARE PASSWORD PROTECTED PASSWORD IS ‘Naryn’.

sharing structures to disseminate individual planning tools through existing kin and neighbourhood networks. Alongside this participatory versions of the same tools are mainstreamed in planning, decision-making and monitoring in groups and organisations including cooperatives, associations, private sector supply chains and local government. The role of service providers (helped by an experienced practitioner and links to global PALS network) is to catalyse this champion-led process, assist in linking champions with external actors and providing them with necessary information, and mainstreaming the methodology into their other capacity-building and support activities.

In PALS, and other adaptations like Financial Action Learning System for microfinance (FALS) and Empowerment in Value Chain Action Learning (EVCAL), gender is mainstreamed in the ways in which interventions are facilitated and implemented for stakeholder inclusion, the ways in which each tool and session is structured to include a gender analysis and planning element, and gender dimensions based on CEDAW in monitoring and evaluation frameworks.

Gender Action Learning System (GALS)

In GALS gender (and also generational/youth) empowerment is a core and explicit strategic focus, supporting men as well as women to change gender discriminatory behaviours and structures at all levels. In practice all GALS and PALS processes combine a mix of:

- inclusion of women and men and strategic facilitation decisions on when there should be single-sex group discussions and when women and men should be brought together to exchange information and break down communication barriers
- facilitation process to develop confidence and leadership potential of all participants to reflect, communicate and listen to others
- gender-focused tools: Gender Balance Tree, Gender Justice/CEDAW Diamonds, Violence Diamond, Gender/CEDAW Challenge Action Trees etc
- gender-mainstreamed tools: through gender roots and/or sides on trees, gender sides on diamonds, gender colour-coding and disaggregation of all monitoring information
- gender mainstreaming in MandE and documentation

The difference is more in emphasis and how explicit the gender goals are in relation to other goals. As GALS aims to motivate men as well as women for change, gender is generally part of a wider project. In order to gain multi-stakeholder commitment, gender-mainstreamed PALS tools are used to establish the 'business/efficiency/effectiveness case for gender strategies and explicitly for women's empowerment. Gender is 'brought in through the back door' eg a Gender Balance Tree is called a Happy Family Tree, a Gender Diamond is called an Empowerment Diamond etc. The main exceptions being interventions implemented by women's organisations where multiple stakeholders are already on board, and the process is aimed at developing wide support for community-led gender advocacy and research.

Each GALS (and PALS) process is different. The PALS methodology consists of a number of key diagram types: Journeys, Trees, Circle Maps and Diamonds that all have distinct steps and process. These generic diagrams are adapted to produce more specific tools designed for different types of intervention and different levels of use from individuals to organisations. The most common ones used so far are shown in the Table below. These tools and also the facilitation techniques are adapted to specific contexts, the needs of specific participants, and also different types of organizational implementation and development intervention.

Box 1: Main Tools Currently Used in PALS and GALS

Overview of main PALS Tools						
Purpose	Empowerment/Gender/gender advocacy research (GALS)		PALS Livelihoods/FALS		PALS Leadership and Governance	
Level of use	Individual for peer sharing	Group/organisation	Individual for peer sharing	Group/organisation	Individual for peer sharing	Group/organisation
Visioning/Vision Journey						
Simple/one issue	Vision Journey with Visioning (first one)	Change journeys eg for violence	Business Vision Journey (one business with savings and credit)	Organisational Vision Journey for support	Leadership Vision Journey	Participation Flower to aggregate individual journeys for each member
Multilane/multiple issues	Multilane Vision Journey	Organisational Vision Journey	Multilane Livelihood Calendar (multiple activities with gender and with savings and credit)	Organisational Vision Journey for support		Organisational Strategic Multilane Vision Journey
Trees						
Input/output trees	Happy Family Tree/ Household Efficiency Tree/ Gender Balance Tree	Aggregated HFTs to win-win trees	Business input/output trees with finance flows	Winwin Tree		
Challenge Action Trees		Gender CEDAW CATs eg land ownership, decision-making, or issues taken from the Gender Diamond and/or GBT		Increasing Incomes CAT Multistakeholder win-win tree		Leadership CAT
Circle Maps						
	Change Leadership Map Leadership Spider Map	Collective Leadership Spider Map	Market Map Change Leadership Map with emphasis on financial access Value chain map	Market map Financial access map Value Chain Action Map	Leadership Spider Map	Institutional mapping
Diamonds						
	Household Change Contract	Gender Diamond CEDAW Diamonds eg for violence, decision-making etc)		Decent work/ Winwin Diamond		Leadership Diamond

Monitoring and Evaluation

In GALS Monitoring and Evaluation is one part of a bigger Gender Action Learning System. GALS brings together different stakeholders in an empowering learning process, rather than simply checking boxes for donors. It combines:

- Individual tracking of empowerment process/progress towards visions and action commitments in notebook diaries at each level: communities, private sector, organisation staff.
- Participatory quantitative monitoring and aggregation by groups and associations for collective planning.
- Participatory review by the stakeholders to decide what to do with the information
- Qualitative and multimedia methods by stakeholders, NGOs and/or external agencies for deepening understanding of processes

The MandE process for GALS is documented elsewhere³. Some conclusions on indicators and the type of information to be collected in the Kyrgyzstan process are given at the end of the Upscaling Plan below.

Potential contribution of GALS to RWEE Kyrgyzstan

RWEE Kyrgyzstan has an explicit focus on women's empowerment, working through women's groups with some men as well as women activists – as discussed below this creates some specific opportunities as well as constraints going forward. In relation to RWEE Kyrgyzstan project goals, specific potential contribution of GALS include:

- Providing a **simple and effective visioning and planning methodology** incorporating SWOT analysis and clear strategy implementation steps that can be tracked and adapted for different levels of education, different types of objective (life, business, leadership etc) and used as a coherent 'learning system' linking all levels from individual to household to cooperative, community and local government.
- **Mainstreaming of gender action learning** for going beyond awareness-raising to actual change across all gender dimensions of the programme. This includes issues like domestic violence and unpaid care work, which underpin RWEE Kyrgyzstan economic interventions, but have been so far only been on the sidelines of the programme through public awareness and public discussion activities. GALS provides a methodology to put these issues in the heart of the discussion with men as well as women, and trigger self-reflection and action planning and implementation at individual, household and community levels. Thereby strengthening the core activities for women's economic empowerment.
- **Strategy to engage men** in project implementation and get their buy-in to more 'balanced equitable' view of their household and a joint vision for a 'happy family'.
- **Strategy to address power relations between women** in particular increasing understanding and equitable cooperation between mothers-in-law and daughters-in-law.
- To further **improve income-generating business ideas through livelihood tools**
- **Participatory quantification and qualitative analysis for action research and advocacy** – to reduce the costs of quantitative monitoring, increase the rigour of information from focus groups and captures qualitative changes in rural women's lives beyond economic and nutritional effects, reflecting multi-dimensional changes in decision-making, control over resources, participation, leisure time, care work, violence, etc.

³ See: Rocky Road to Diamond Dreams: GALS Catalyst Manual Part 3 on Gender Review
http://gamechangenetwork.org/wp-content/uploads/2016/09/GALS-Catalyst-Manual-March-2014_compressed.pdf
and <http://www.galsatscale.net/documents/GALS0ActionLearningSystem.pdf>

- **Develop skills and structures for sustainability and ongoing innovation** through network of GALS champions and integration into groups and cooperatives. The key actors in scaling up are the community champions. Community champions identify other people in their own families and support networks who they have a self-interest in sharing the gender messages and GALS methodology with - either through love and a wish to help people who help them, or because without changing these people they cannot advance. The methodology thus scales up largely through voluntary pyramid marketing – one person trains at least 5 people, who train another 3, who train another 3 and so on in a chain. The most effective community trainers to be certified and paid to train in new organisations and communities.

The potential contribution of GALS as practiced elsewhere to the different goals of RWEE Kyrgyzstan is summarized in Box 2.

RWEE intervention	Potential GALS integration
Economic Empowerment	
<p>Support rural women organized in self-help groups to help overcome stereotypes regarding women’s inability to manage effective agricultural production.</p> <p>Transform the power relations at family, community and government levels, including access to land, to enable women to influence policy decisions.</p> <p>Training: nutrition, business planning, value chain development, marketing and branding, and other topics.</p> <p>Revolving Fund will provide access to innovative financial services for women from vulnerable groups and stimulate practical economic activities.</p>	<p>GALS individual-level planning tools – visioning and challenge action trees and the more advanced livelihood tools: Multilane Vision Calendar and Increasing Incomes Challenge Action Tree can help women members to vision and implement improvements in their production.</p> <p>Specific gender tools like the Happy Family Tree and the Gender Diamond, reinforced by songs and transformatory role play, open up discussions on gendered power relations and CEDAW, identify possibilities for change and can be used to track changes as the basis for experience sharing.</p> <p>These same tools are being integrated elsewhere into value chain development, private sector technical training and inclusive financial services as a financially sustainable investment in long term expansion to reliable supply chains and finance clients.</p> <p>All these tools are ideally used with men as well as women to engage men in the process of change so that women and men can both advance without unnecessary conflict.</p>
2) Female Leadership and Participation	
<p>Working with local government to ensure genuine participation of rural women in local development processes and adequate reflection of rural women’s priorities in local plans and budgets.</p> <p>Pasture Committees and Water User Associations: Currently women’s participation in these organizations is extremely low, limiting rural women’s opportunities to benefit from its services and their voice</p> <p>Rural women activists will receive leadership training to initiate and hold dialogues with local governments on local development planning and budgeting to prioritize and address local development needs from gender perspectives.</p>	<p>GALS integrates leadership development into the facilitation methodology – from the very first session women who have never before spoken in public are able to present in front of men. By the end of the catalyst first 5 sessions they are able to teach what they have learned to government and other authorities. This then forms the basis for more advanced public speaking training etc for women from ALL backgrounds – not just those who may be naturally confident and dominant.</p> <p>All the tools can be used as the basis for a democratic participatory planning process. They have been used for strategic planning and developing gender policies in cooperatives. They can (with skilled facilitation and involvement of champions) be used to bring together large numbers of people for participatory community planning where everyone’s voice is articulated on the basis of reflection, heard, counted and listened to.</p>

3) Enabling Policy Environment

Technical assistance to strengthen the capacity of policy makers, such as the Ministries of Social Development, and of Agriculture to create a policy environment that promotes rural women’s economic empowerment.

Strengthen the capacity of the National Statistics Committee (NSC), and local governments to track progress in the economic empowerment of rural women.

The outcomes of individual tools can be tracked and aggregated to inform indicators and also quantify demand for different types of economic empowerment intervention by women, and also men. Individual information can be fed into Excel data sheets for statistical analysis and/or used as the basis for issue identification and random or purposive sampling for other quantitative or qualitative research.

Group members can facilitate the GALS participatory tools to quantify needs, track progress and propose strategies as an input for policy makers at local to national levels.

Researchers can use the tools for empowering action research. This includes using individual tools in surveys or interviews so that those contributing information also benefit from the time they give to researchers through having their own analysis output to help them move forward. The participatory tools can be used as a much more rigorous and credible means of getting information from focus group opportunities – and immediately enabling people to identify action strategies instead of just being a ‘talk shop’.

GALS process in Kyrgyzstan

Initial design of the RWEE Kyrgyzstan process was largely guided by the time and budget constraints of RWEE, including the fact that GALS was introduced as a separate new component after the project had already organized groups and conducted other trainings. The focus of the consultant contract was to work with staff of the RWEE Kyrgyzstan service provider Community Development Association (CDA) explicitly on adapting the GALS Empowerment Tools (See Tools Overview above) with other tools eg for livelihoods being secondary to this. The approach used was based on experience of rapid and sustainable achievements on very low budgets in Bukonzo Joint and Tanzania where substantial use was made of community champions in parallel with integration of support into existing staff and organizational activities⁴. Following expectations of champions and experience of the Catalyst piloting further adjustments were made in response to needs expressed by champions – in particular the higher levels of literacy in Kyrgyzstan and specific requests by the champions for tools that they could use in their groups and cooperatives that had already been set up and trained by CDA.

⁴ These are documented on their respective pages on <http://www.gamechangenetwork.org>

Champion selection

RWEE Kyrgyzstan is trying to organize women's groups and bring them together in associations in the most remote provinces. The GALS process was started with 19 champions (16 women and 3 men) in 4 provinces:

- **Naryn** (8 champions from 2 villages Baizakh (host community) and Kezakh) a province in the East of the country with a strong Kyrgyz pastoralist tradition where women are culturally seen as strong matriarchs. Baizakh village and neighbouring Kezakh were chosen as the first host communities for the Catalyst workshop because it has the largest association, started in 2014 before the others. Jhumgal is also disadvantaged with a harsh climate. The main occupation is livestock breeding. The Association started to diversify to crop production in 2014.
- **Chui** (4 champions) which is closer to Bishkek with a more developed economy. During the Soviet period it was more industrialised, but a lot of the factories are now closed. There is a very diverse population with different ethnic groups and internal migration there.
- **SouthWest: Jalalabad** (4 champions) and **Osh** (4 champions). Here there are more Uzbeks and Tajik and people are more closed. This region is also part of the expansion region for Islamic militants.

Champions were selected from among RWEE Kyrgyzstan group members and activists mainly on the basis on interest, and purposely included a mix of ages, education levels and backgrounds. This was in order to adapt the methodology to the needs of all participants – and potential participants – of the programme. It did not target existing leaders – these are brought in later and trained by the champions. The catalyst process aims to demonstrate clearly that people from all backgrounds can learn and use the methodology to change their lives – and also teach others. If the leaders are the ones targeted in the first training then the peer sharing will not be so effective – everyone will see this as one more part of the job of the leaders or a top-down imposition. Existing leaders are generally too busy, have too many other responsibilities, and generally at the beginning lack the participatory listening skills required in GALS because that has not been their role. These leaders are therefore brought in a bit later, once the champion process is established for them to see and learn from.

Activities

A schedule of the activities and tools introduced at each stage of the process in Kyrgyzstan in 2016 is given in Annex 1. Activities in the piloting stage were:

Stakeholder Meeting: 20th – 21st May to introduce the methodology and get input from the other RWEE Kyrgyzstan stakeholder organisations: WFP, FAO as well as IFAD, CDA and UNWomen (See Annex 1 for details).

Catalyst Workshop and Community Day in Naryn Province: 23rd – 28th May to pilot the methodology in Kyrgyzstan and build capacity of the first champions and CDA and UNWomen staff (See Annex 2 for details). The aims of the catalyst process (including the upscaling and follow-up to July) were at several levels:

- To **pilot the methodology with the ultimate users** ie ordinary people in communities from different background and different provinces
- On the basis of this to be able to **adapt the GALS methodology** : diagram tools and participatory techniques to those needs
- To enable the **champions to start upscaling the process** and give them experience of challenges they would face

- To give the **service providers some exposure** to the tools and distinctive GALS participatory facilitation process – given that there is no regional resource centre for GALS where they could be trained – so that they can start to develop their own manual in Kyrgyz
- To **start the dialogue with other stakeholders** in the project

The Champions at the Catalyst Workshop



Photo: 1 Naryn Champions Temirkul, Farida, Venera, Jibek, Altyn, Mairamkul, Jyldyz and Nurgul with Kiyal



Photo: 2 Chui Champions Damira, Idayat and Begiam with Gulmira



Photo: 3 Jalalabad Champions Himia, Sadyrbek, Jibek and Khapisa



Photo: 4 Osh champions Kamila, Ubriam, Gulnara and Roza with Himia

- To produce a follow-up plan for the period until the consultant's next mission and priorities for further **training for the champions, activists and service providers** within the budget limits for that second and final consultant mission.

Debrief with core CDA and UNWomen team: 30th – 31st May to clarify the tools and decide how to adapt the process within RWEE Kyrgyzstan activities and next steps (see Annex 3 for details).

Meeting at the IFAD Rome Forum in June between the consultant and lead persons in UNWomen and CDA and to learn from other GALS processes.

Follow up with champions by CDA July to assess the changes and community process (see Annex 4 for details).

Review of community process by international consultant with CDA, UNWomen and JP RWEE global coordinator (September) (See Annex 5 for details). Review the findings of the CDA follow up in July and look at the factors involved in implementation and upscaling at the level of the community champions and implications for upscaling. In particular:

- **Inequality between women:** the power inequalities between mothers-in-law and daughter-in-law.
- **Lack of trust and sharing:** reports from CDA feedback that people were not sharing the tools in families.
- **Geographic isolation and spread** of champions outside Naryn and how champions will support each other.
- **Levels of education** and implications for adaptation of the tools eg when to draw and when to write and how complex the diagrams can be, how quickly can people move on to advanced tools?
- **Group facilitation skills:** how to improve these?
- **RWEE Kyrgyzstan is women-focused**, even though many activists are men. How to involve men champions in the communities beyond activists? Particularly in view of the spread of more conservative versions of Islam?

Given time constraints, it was only possible to do this in Chui near Bishkek. Chui being one of the regions where champions had been reported to be peer sharing least.

Retreat and Advanced Capacity-building for CDA and UNWomen staff September (See Annex 6 for details). The aims were to:

- **Reinforce the learning of the service providers** from CDA and UNWomen on the Catalyst process in relation to facilitation, implementation and monitoring (given that in Naryn the focus had been mostly on the community champions, not facilitation and implementation skills of service providers at that point)
- If feasible, to introduce some **more advanced tools** for livelihoods and leadership
- On that basis to suggest an **upscale plan to the end of the project in March 2017**.

In addition to there was the opportunity to share and discuss the methodology with Azzurra Chiarini, RWEE JP global coordinator, and Sarina Abdysheva, IFAD country presence in Kyrgyzstan, providing them with an overview of potential uses of GALS in other IFAD-funded projects.

Tools

The tools used in Kyrgyzstan are on a number of different levels:

Individual-level planning – these are easy to use as part of the individual peer sharing process. Specific indicators can also be aggregated at group meetings for monitoring.

- **Vision journeys** based on individual visioning.
- **Specific Gender Analysis Tools** – Gender Balance (Household Efficiency/Happy Family) Tree and Gender Diamond identify gender-based barriers at individual, household and community levels which prevent both women and men from achieving their vision and plan and track ‘SMART’ actions to address these.
- **Livelihood Planning Tools:** Livelihood Multilane Calendar
- **Pyramid peer upscaling:** There was not enough time to do the full Change Leadership Map because of the focus on collective tools below (on request of participants).

Collective gender analysis and decision-making – these are used in meetings of groups and organisations. They require participatory facilitation skills (champions can do this) and are not part of the individual peer sharing for upscaling. The outcomes can be quantified for monitoring and impact assessment – but there was not time to cover that in Kyrgyzstan.

- **Soulmate Visioning**
- **Gender Diamond**
- **Gender Challenge Action Tree**

Collective economic planning

The piloting was not expected to cover livelihood tools, but there was a rapid overview with staff of:

- **Business Tree**
- **Market Map**
- **Organisational Multilane Vision Journey (production, gender and outreach)**

Unlike other processes, there was no provision in the contract for the international consultant to produce a specific English GALS Toolkit for Kyrgyzstan. A Kyrgyz version based on translation of existing materials (see links given above) and the piloting is being prepared by CDA to be finalized by the end of the project. The experience of piloting of each tool is given in detail the Annexes to this Report.

Facilitation

Facilitation skills are in many ways more important for the change process and upscaling than the actual tools. During the Retreat a lot of time was spent going through and practising facilitation, particularly the first Visioning session:

- Make sure people are properly informed, and asked to bring all their books etc from any previous meeting
- If possible have a song recorded and playing as people arrive, and put diagrams on the wall
- Think about seating beforehand – people need to be able to move and sit in circular groups
- Pairwise introduction based on key relevant questions for the process. Putting people with people they do not know so well to break up cliques and develop team feeling.

- Start on time. But politely find out why people are late. Those with good reasons should be given attention so they catch up – or other participants are asked to explain. This is good practice for the participants.
- Use interactive facilitation – people coming up. Others do individual drawings in their books.
- Practise the group participation skills – the diamond and challenge action tree with systematic feedback and quantification. Facilitators here just briefly make sure people are clear what they are doing. But then go away. In the plenary participants should always contribute first. The facilitator has a chance to ask some questions and do a short wrap up at the end.
- **THE DRAWINGS MUST STAY WITH THE GROUP** One of the big reasons why people had not continued with the group discussions in Chui was because the diagrams had been taken away. Photograph the drawings. If they really have to be taken to present at a big workshop, they should be immediately sent back.

Other guidelines for facilitation are given in:

<http://www.galsatscale.net/documents/GALSatScale0Facilitation.pdf>

Part 2: Achievements and Challenges

Information so far indicates that the GALS methodology can be very useful for women and men in RWEE Kyrgyzstan. As well as facing some specific challenges in the Kyrgyzstan and RWEE project context.

Achievements

There has so far not been any in-depth monitoring or assessment by CDA. The experience of the Catalyst workshop and the Review in Chui indicated that:

- 19 champions (3 men and 16 women) and CDA staff (5 women and 1 man) learned the tools at the Catalyst workshop.
- There were significant **shifts in gender attitudes** of men and mothers-in-law, and widened visions and increased confidence of daughters-in-law during the workshop. GALS participatory processes (like Gender Diamond and Challenge Action Trees) promote unity between older and younger women around a common vision for empowerment that enables them to share the considerable modern skills of younger women with the wisdom and resources of older women. All four men agreed that from now on they would take decisions jointly with their wives eg buying furniture or starting a new activity, constructing a house. Horses should belong to woman as well as men, and women should be able to use the money won from races. Previously this had not been the case and change commitments were genuine. These are discussed in more detail in Annex, and can be seen from the video clips on <http://www.zemniimages.com/GameChangeNetwork/Kyrgyzstan/Tools/>.
- **Acceptance:** Most of the champions liked most of the tools. They varied in their preferences, but most appreciated the tools they could use in their groups as well as the individual ones.
- Champions are able to use the tools for **detailed analysis and planning** once they understand the diagrams and contribution of drawing.
- Champions were able to **recap the steps** during the Catalyst workshop and drew the tools steps at the back of their notebooks.
- Champions like Damira in Chui were able to quickly **learn, draw and then share new more advanced tools** like the Livelihood Multilane Calendar introduced at the Review in Chui (See videos of Catalyst process and Damira on <http://www.zemniimages.com/GameChangeNetwork/Kyrgyzstan/Tools/>)
- Most people (though not all) enjoyed the **songs** (See photos and videos on <http://gamechangenetwork.org/asia/kyrgyzstan>) In Baizak where the catalyst process was hosted, participants continued songs and singing (they were the main ones at the community day and so had enjoyed it there).
- Champions quickly learned the new **participatory facilitation techniques** in the Challenge Action Tree and Diamond. At the Catalyst Workshop they were able to organize themselves to discuss things in a participatory way, and quantify outcomes democratically.
- **Champions were able to facilitate** their peers at the Chui Review if steps were clear beforehand, or CDA staff prompted from the back, and they were given the space and encouragement to do so.
- It is possible to interest **men**. Men attending the meetings found the planning tools useful, were prepared to learn these from women like Damira, and were also open to change on gender issues. The GALS process does however need to move from being seen as a 'women's issue' to a livelihood improvement process within which the Happy Family Tree is mainstreamed.
- Champions developed realistic **upscaling** plans: Naryn: 160 from 8 champions; Chui 92 from 3 champions; Jalalabad 92 from 4 champions and Osh 75 from 4 champions. Total 419 at average 22 per champion. Despite it being heavy working season a total of 327 people had been reached (average factor of 17 for each champion) in 2 months. Champions mainly did the workshops with the SHG and ASHG members as they felt more comfortable sharing with the SHG and ASHG

members. In Naryn and Djalalabad outreach for the Vision and Vision Journey within 2 months exceeded targets: 166 people in Naryn and Total 95 people in Djalalabad. In Osh fewer people were reached – partly due to changes in CDA staff. The lowest outreach was in Chui at only 16. But in Chui by the time of the Review in September in Kaldyk a total of 102 family members were reached by 22 women taught by 1 champion: Damira (who in the Review was reported as having only shared informally with 4 people). In Kamashanovka one young woman champion had moved for work. The other champion had shared with her group and said she had used the Gender Diamond but outreach was not quantified. This was a community where Islamists were entering and there was need for more support.

Opportunities for further development

At the level of the champions

- Levels of **education** means champions can quickly progress to more advanced diagrams and innovate with these as more detailed plans and analysis – including deciding when to draw and when to write.
- **Organisation into SHGs and Associations** provides a structure within which the champions can upscale and use the methodology to complement the individual pyramid peer sharing
- Presence of **women and men activists** in the communities who can now be brought into the roll out.
- **IT skills and access:** many champions are using ClassMates – the Russian equivalent of Facebook – and it is recommended that links be made from the CDA ClassMates blog and/or some of the materials downloaded from existing location and uploaded to ClassMates. There is a lot of enthusiasm by people to see themselves on the Internet. At the same time privacy settings could also be altered on the zemniimages site to restrict viewing and download if required. I have put download protection on the materials to prevent other outside people downloading.
- Some local youth have been trained in **citizen journalism** and have tablets. Some of these want to go into journalism and could be encouraged to practice and disseminate their skills in documenting GALS. In Chui they were using their tablets and interviewed the team.

At the level of the service providers

- In general there is a lot of enthusiasm and commitment from the service providers, particularly following the September Retreat
- As a team the staff work well together and have skills on gender, livelihoods/business, documentation/MandE/gender research – higher than in most other GALS processes
- Following the September Retreat the service providers should be able to follow manuals on other PALS/GALS tools and processes if those are translated into Kyrgyz. Simplified versions of the tools are being produced for the SNV Ethiopia process as a Toolkit for translation into Amharic. This might provide a basis for translation.

At the level of the project

- Involvement of large UN agencies like FAO, WFP and UNWomen as well as IFAD mean that there is a lot of potential for upscaling in the Region in the longer term, if a solid basis can be laid at community level and the methodology integrated and coordinated.

Challenges

Contextual challenges

- **Power relations and dynamics between older and younger women** creates challenges for organizing women – as much as for GALS. These need to be discussed and addressed in the RWEE groups.
- High level of **education** gives opportunities eg more written material can be used later and more advanced plans can be expected, but this presents challenges for champions to persuade other people to draw at the beginning. There is a need to fully emphasise that drawing and diagramming are important skills for modern fast ‘soundbite’ life and the benefits of drawing in terms of fitting more information on a page, clearer analysis and development of lateral thinking skills. So that people take visual communication skills seriously do not feel as if they are being treated like children – and just do childlike drawings.
- Culture of **poetic folksongs** means that although people are good at singing, they find it more difficult to understand the concept of using songs for communicating the tools.
- There are significant **regional differences in both economy and gender equality** across the different provinces, also between different communities in each province. These economic and cultural differences between the provinces require further discussion as they will be important to take into account in moving forward with GALS. It was notable that key expectations and also satisfaction of participants was the opportunity to see different parts of the country and meet people from the different areas to come together and understand each other.

Challenges at the level of champions

- **Geographic isolation and spread** of champions outside Naryn. In other processes champions have supported each other and exchanged views and strategies to address many of the issues in remembering tools and confidence that are being experienced in RWEE Kyrgyzstan. Distance between the champion communities in Chui, Djalalabad and Osh makes networking between champions for mutual support and learning difficult – this will be resolved through upscaling. But champion exchanges should be facilitated as priority.
- There is a need for **support to women champions to be able to raise gender issues publicly** – livelihood planning was much easier. This is particularly the case for daughters-in-law and in areas where extreme versions of Islamic fundamentalism are gaining ground. An important role for CDA staff and male gender activists going forward will be to reinforce the gender messages coming up, and also conduct workshops involving men. Also to publicise sources of information on progressive gender issues within Islamic debates – there are links to Internet websites from the Kyrgyzstan blog page. The men champions in particular had expressed interest in this, and sources in Kyrgyz should be identified.
- There is a **need to actively seek to involve men** – this probably needs to be done by male activists and the few men champions focusing on livelihood tools first.
- All champions spent quite a lot of **time upscaling** (we need more details here of how long and for what, and compared to other activities) and there is a need to work with them to design a time-efficient upscaling schedule.
- Champions need more support to develop **group facilitation skills**. Although they were able to facilitate themselves at the Catalyst workshop, it proved more difficult to then replicate this back home. Some of the champions could not answer questions raised by the participants: “So what now after the exercises? What is the next step? Why we did this exercise?” There is a need for

reinforcement of the steps in their notebooks, and proper support in facilitation. Maybe by arranging exchange visits to discuss these challenges between champions, rather than only support from CDA.

- **Lack of trust and sharing:** this is by no means unique to Kyrgyzstan, but requires more discussion and great sensitivity in the balance between individual confidential tools and collective discussions. In other processes the first individual peer sharing has always been within families immediately following trainings, so issues of remembering and practicing facilitation of basic steps has not been such an issue. In group sharing champions found it difficult to promote trust and help participants to be active and open. In some communities, particularly in the southern region, participants had difficulty expressing their ideas and sharing dreams in front of the group as there were relatives. It was particularly difficult for daughters-in-law to be open and actively sharing in front of mothers-in-law. This needs attention in forming groups for discussion – as part of champion facilitation training.
- **Levels of education** can be important. But also in many cases people write everything down, but then forget without constant reference to notebooks. This is a likely factor limiting retention of the tools after the workshop. It is also a big factor in the difficulties the champions had in encouraging drawing, sharing with other participants and singing. Participants felt shy and were afraid that people would laugh at their drawings and their singing – where people have lower levels of education they are generally proud of achievements. Where champions allowed writing and without singing (especially in Djalalabad) lower levels of interest were also observed. Drawing and singing is an important element in encouraging people to open up and in promoting gender change.
- Not all participants brought stationary even they were asked to do so. It is important that cheap sheets of paper are provided, together with pencils (that are then taken back for re-use) are provided to new participants. So that they go away with something, but are motivated to bring proper tools next time.

Part 3: Upscaling Plan

GALS IS A MEANS AND NOT AN END IN ITSELF: GALS has to be seen as a process of working towards tangible and measurable community-led change in gender inequality, and personal improvements in the lives of champions, not a role out of gender training judged only in terms of how many people can correctly do a Vision Journey according to a manual and project targets. Otherwise voluntary upscaling will be very limited.

Experience elsewhere and the conclusions of the consultant based on the piloting and review in 2016 are that the key to sustainable upscaling and innovation going forward:

- **Champions take the lead in upscaling - sharing their stories and improving their facilitation skills – everyone can be a leader**
- **Simple Kyrgyz version of tools in every champion’s notebook – this is possible now the methodology has been properly piloted and based on the champion’s existing notes**
- **Existing champions need to continue learning – the new livelihood tools should be rolled out by the Chui champions**
- **Developing networks between champions in different communities and exchange visits should be prioritised**
- **Inclusion now of the activists and local leaders, learning from and supporting the champions (not taking over)**
- **CDA staff focus on facilitating the champion sharing and networking, introducing new tools, providing information, seeking spaces for champions to develop their facilitation skills. They should not be taking over the facilitation but support champions from the back.**
- **Linking with local governments and Associations and using the organizational GALS tools in large meetings**
- **A key focus in monitoring and documentation needs to be documenting and disseminating champion success stories**
- **Maximising the use of IT and citizen journalists in networking and dissemination**

Vision

The vision needs to be clear – based on the soulmate visioning done at various points, but updated as the process rolls out. Elements related to strengthening impact of the RWEE JP Kyrgyzstan and catalyzing more participatory development process on community levels being:

- Changing power relations between women and men, and between women and promotion of women’s human rights in CEDAW
- Increasing incomes
- Strengthening women’s social networks and groups for collective support for change
- Increasing women’s leadership and participation in local government and Water and Pasture Associations
- Developing networks and linking the groups and Associations in a movement for change
- Documentation and dissemination of the change stories and continuing gender challenges as input to macro-level policy

GALS is a means towards these ends, not an end in itself.

Goals of the RWEE Kyrgyzstan GALS activities

- 1) To upscale GALS in all 45 target communities of the RWEE JP in the Kyrgyz Republic – reaching around 5,000 women and men through:
 - Peer sharing of the individual gender and livelihood tools: Vision, Vision Journey, Happy Family Tree, Increasing Incomes Challenge Action Tree, Multilane Livelihood Calendar and Change Leadership Map
 - Developing the group facilitation skills of the champions to use the collective tools: organizational soulmate visioning, vision journey, diamond and challenge action tree for group decision-making
 - Involving activists, leaders and local government to use the strategic planning and gender collective tools and songs for large participatory meetings eg International Women’s Day, Week of Activism against gender-based violence, and community meetings.
- 2) To discuss and share the methodology and its outcomes with other stakeholders in RWEE and at national level to develop a plan and raise funding for further scaling up of the methodology as a contribution to other change processes in Kyrgyzstan.

Activities

Duration: Overall upscaling is planned for 12 months from November 2016 till November 2017 and is divided into 2 phases:

Phase 1 – Strengthening of **individual empowerment and livelihood tools** and the voluntary peer sharing networks and groups (November 2016 – March 2017)

Phase 2 – Strengthening and use of the **collective gender and livelihood tools** in groups, associations and local government (April-November 2017)

This requires:

#1: To adapt GALS Toolkits on the gender and livelihood tools and facilitation methodology – based on the updated versions on the gamechangenetwork blog, and the notes of champions and staff in 2016 processes and get it in Kyrgyz

#2: To conduct **Catalyst and Refresher workshops focusing on the 6 basic tools for 60?? (2 per community including existing champions and activists) women champions and the activists from 4 pilot provinces** of the RWEE JP – including and led by the existing active champions from Naryn to share the original empowerment tools (Vision, Vision Journey, Happy Family Tree) with CDA (if possible including Damira) adding the more recent livelihood tools (Increasing Incomes CAT, Multilane Vision Calendar) and producing an upscaling plan with the Change Leadership Map and Leadership Spider Map. The design of these workshops should include champion peer sharing in the evenings with family, and facilitation skills for the champions. CDA practices facilitation from the back and shares these techniques with the champions so that they also are learning ‘facipulation’.

#3: To conduct **leadership and facilitation strengthening workshops** for the 60? best active champions (based on personal changes on GBT and quantity/quality of sharing) to review the gender changes, and develop facilitation skills to use the Diamonds and CATs and to aggregate information from the groups for quantitative monitoring.

#4 To establish **champion peer mentoring networks** eg on mobile phone and groups exchange visits to share experience, strengthen and support each other in facilitation

To link with **local government and other local leaders** and involve them in the above activities (eg invited on the final day) and develop plans to use the collective tools for strategic planning and gender in community events

#4: To **document and analyze** the success stories of change, the strategies used to achieve change and the upscaling process using and reinforcing skills of the champions themselves and citizen journalists

#5: To **discuss and share** results of the upscaling with the other RWEE and national stakeholders

To contribute to and learn from the **global GALS network** (IFAD and/or GameChange Network)

Anticipated outreach and structures

The structures for increasing outreach are:

Individual tools: (per sharing established through the Change Leadership Maps and Spider Maps)

- **Person to person peer sharing** : 1 champion – 5 people – 3 people – 3 people in their family and friend networks (the potential challenges above can be overcome through strengthening confidence and also as the methodology generally becomes more accepted)
- **Group meetings** : 1 champion to 20 people over 5 group meetings. These then share with 5 – 3 (might stop there?)
- **Activists** and champions also share with school teachers etc or they are invited.

If we have 45 new champions, plus existing champions plus activists at the catalyst workshops (around 80?). Then for the 6 individual tools we have 80 x 25 (family plus group) x 5 so calculation is 10,000 with possibility of further rounds and other people becoming involved.

Collective tools :

- Used for participatory discussions and decision-making in 45 RWEE groups
- Used for quantitative monitoring and impact assessment of changes in 45 RWEE groups

Monitoring and Evaluation

It was not possible during this project to discuss this fully with the service providers, and it is probably not feasible for such a short project to set up a robust action learning system at this stage.

Indicators for RWEE Kyrgyzstan

The focus was on identifying potential indicators for the project. Annex 8 gives the list of RWEE Monitoring indicators, with main gender dimensions and possible GALS tools to be used filled in in red. For the other indicators in the framework, the information is collected from coop or government records. CDA will collect this information through their standard MandE system.

Qualitative documentation

UNWomen and CDA also want to collect information over a broader range – given the potential richness of gender impact information provided through the GALS tools. Any of the tools can be used to collect

quantified information through aggregation at group meetings and/or large community meetings and/or feeding in information from diagrams discussed in in-depth individual interviews for a selected sample. The following are only some of the possibilities in line with women's human rights in CEDAW.

Box 3: Uses of GALS for qualitative MandE

Possible indicators based on the gender diamond and topics chosen/commitments from the Challenge Action Trees

- Men involving women in decision-making on major investments eg horses, shops etc
- Men sharing the income with women from these investments
- Men buying more presents for their wives
- Men being more faithful with fewer girlfriends
- Mothers-in-law discussing with and learning new things from daughters-in-law
- Greater affection and understanding between mothers-in-law and daughters-in-law
- Mothers-in-law and daughters-in-law having greater knowledge of and accessing the range of information on the Internet
- Daughters-in-law having cars and learning to drive

Issues of land ownership, reproductive rights and sharing of housework need further discussion.

Household/perceptions: quantification of before GALS/after GALS on Gender Diamond

- Do women feel they are treated better – do they enjoy more respect? Particularly daughters-in-law.
- Do women participate in decision-making? Do they have a right to participate equally in decision making? And not only listened to but also control decisions?
- Has violence decreased? Against daughters-in-law? Against children? Physical violence? Psychological violence? Have cases of denigration of women decreased? Denigration of daughters-in-law? Do daughters-in-law feel safer and will not be beaten?
- Has divorce decreased?

Economic/paid and unpaid work : quantification of fruits on Household Efficiency Tree

- Is there participatory planning of business activities?
- Is there more equal division of income.
- Do family members value unpaid work of women. Do men help with housework. Do mothers-in-law help daughters-in-law more with housework? Do men spend more time with children?
- Are women's practical gender needs met – eg stove and water, oven for bread, electric appliances.
- Do men invest in women's income activities? help as moral support and advice
- Are women less dependent on husbands?
- Have joint activities of family members increased?
- Do women have more time for leisure? Do women and men spend more time and leisure time together?

Wealth creation and growth from the Multilane Livelihood Calendar and market mapping

- Has land for production increased?
- Has production increased?
- Are women producing new products?

- Is there a sustainable market?
- Have women's business skills increased?

Leadership and social participation

- Do women face fewer barriers to participate in meetings, groups and coops? Do daughters-in-law have more freedom to go to meetings?
- Do women pay more attention to health, sports etc.
- Has time and money spent on festivities decreased.

These indicators are to be further refined by CDA/UNWomen as they implement GALS and other aspects of the project. GALS champions could be asked to systematically put details of any of these indicators on the relevant tool. In analysis there should be a distinction between those directly covered by GALS eg SHG group members, and those reached indirectly. Some thought should also be given to how to collect information from men – as they are not group members. But changes in men should also be captured.

Annex 1: Overview of Activities

Summary of RWEE GALS Activities April - October 2016		
Date	Activity and participants	Details
Stakeholder Meeting 20th - 21st May		
20th May	Stakeholder Meeting 12 people: UNWomen staff, CDA service providers and other stakeholders: IFAD, WFP and FAO and international consultant	methodology overview, facilitation, pairwise introduction on GALS and soulmate
21st May		visioning of the project. overview of other tools
Naryn Catalyst Workshop 24th - 28th May		
23rd May	Naryn Catalyst Workshop 24th - 28th May 19 champions from 4 Provinces and CDA/UNWomen team and international consultant	Pairwise discussion/Visioning/Vision Journey/songs.
24th May		Pairwise recap/Gender Justice Diamond.
25th May		Pairwise recap/Household Efficiency tree.
26th May		Songs/Personal Diamond/Challenge Action Tree.
27th May		Taking it back home. Final Songs, Recapitulation on Methodology, Upscaling Plan.
28th May	Community Day	
Team Review Meeting 30th and 31st May		
30th May	Team Review Meeting 30th and 31st May core CDA and Unwomen team and international consultant	team review Kyrgyz tools and integration possibilities.
31st May		tools in Kyrgyz and followup plan
July follow up by CDA and champions in 4 Provinces		
Review and Capacity Building with CDA Staff 19th September to 1st October		
19th Sept	Bishkek team meeting core CDA and UNWomen team with IFAD staff and international consultant	10.00 – 12.30 recap of catalyst tools and update 1.30 – 5.00 linda overview of GALS, livelihoods and value chain tools and planning
20th Sept		9.00 – 10.30 recap of facilitation of visioning 11.00 – 12.30 discussion on ifad programmes, value chain and planning and logistics for Chui 1.30 – 5.00 review of vision journey, gender balance tree and gender challenge action tree by CDA explanation of increasing incomes challenge action tree by Linda Clarifications on facilitation process in Chui
21st Sept	Review Chui 1 Kaldyk: Damira	Individual vision Journey recap and Challenge Action Tree for increasing incomes part 1
22nd Sept	Review Chui 2 Kamashanovka: Idayat	Individual vision Journey
23rd Sept	CDA retreat	Recap of basic tools: Vision Journey, Gender Balance Tree
24th Sept	All CDA and UNWomen team with IFAD staff and international consultant	Gender CEDAW; Gender balance tree; Working with men; Gender diamond
25th Sept		Livelihood Tools: Multilane, increasing incomes cat. Business tree
26th Sept	CDA retreat: Chui 1 Kaldyk	Challenge Action Tree for increasing incomes Part 2. Meeting with men. Facilitation Skills.
27th Sept	CDA retreat: Chui 2 Kamashanovka	Challenge Action Tree for increasing incomes. Meeting with men. Facilitation Skills.
28th Sept	CDA retreat All CDA and UNWomen team with international consultant	Morning: feedback and recap on facilitation. Discussion with Jipara and Sarina on value chain. Afternoon: going to scale: facilitating large meetings eg Cote divoire 5-6 Clarification for Gulchan on livelihoods tools. 6-7.30 Chui Leadership meeting
29th Sept		Going to Scale and adapting the core tools. Gender upscaling:Violence diamond; Livelihoods upscaling: Market map to value chain. Leadership tools and facilitation recap.
30th Sept		MandE Process Vision Multilane Vision Journey Sustainability planning
1st Oct	CDA internal Debrief All CDA and UNWomen team	

Annex 3 : Naryn Catalyst Workshop Baizakh Village, Naryn Province

The aims of the catalyst process (including the upscaling and follow-up to July) were at several levels:

- To **pilot the methodology with the ultimate users** ie ordinary people in communities from different background and different provinces
- On the basis of this to be able to **adapt the GALS methodology** : diagram tools and participatory techniques to those needs
- To enable the **champions to start to upscale the process** and give them experience of challenges they would face
- To give the **service providers some exposure** to the process – given that there is no regional resource centre for GALS where they could be trained – so that they can start to develop their own manual in Kyrgyz
- To **start the dialogue with other stakeholders** in the project
- To establish based on the outcomes over 2 months and further review **what is needed in terms of training and resources for the champions, activists and service providers** to support a sustainable community-led process and reach to other stakeholders within the budget limits for the second and final consultant mission

Context: Baizakh Village Naryn Province

The venue was extremely beautiful in the mountains. Participants were accommodated in two houses of Association leaders. The workshop was held in the nearby music school. One challenge was the sanitation which meant long queues for toilets at breaks and some people, including CDA staff, also got sick.

Participants

The participants were selected by CDA staff on the basis of who was interested to come. It was difficult to find people who would be free for 9 days – 5 days workshop and 4 days travel. Unfortunately there were only 3 men – partly because the requirement was no activists – 18/45 activists in RWEE Kyrgyzstan are men. The three men were better educated and appeared to have higher authority positions in their communities. In mixed discussions they tended to take the lead, unless the facilitator intervened. Sex ratio in Membership of SHGs??? The background of the women was mixed. All were members of SHGs and included teachers, younger and older women. Education level was high – as is the case generally in Kyrgyzstan where education is compulsory to Class 9???. There was however a very big split and status difference between older women – mothers-in-law, and younger women – daughters-in-law. This seemed partly because of Kyrgyz tradition valuing older women as mothers, also the fact that those women had experienced the Soviet era when women were often employed in heavier work – some as tractor drivers. This compares with more recent times when Islamic fundamentalism and emphasis on female modesty and a more secluded life is having a big impact in some areas.

The Participant list, together with the outreach plan and achievements is given in Annex 2.

Schedule

The Workshop Schedule and tools are given in Annex 1 above. The normal Catalyst process was adapted and evolved as the workshop progressed to respond to where interest and energy was. There was more

reluctance than normal to talk immediately about gender issues in the visioning. So this led to more focused use of the participatory gender tools. The workshop also focused on participatory skills and tools that can be used in self-help groups. The tools used were:

- Morning Day 1: Pairwise Introduction and Soulmate Visioning
- Afternoon Day 1: Individual Vision Journeys
- Day 2: Gender Justice Diamond (Group activity to specifically open up gender issues)
- Day 3: Household Efficiency Tree (Individual to consolidate gender discussion and give quantified change commitments)
- Day 4: Gender Challenge Action Tree (Group activity to focus specifically on gender issues)
- Day 5: Change Leadership Map (simple version), review and preparations for Community Day 6.
- Day 6 morning: Community Day, then dinner at trout farm and travel back to Bishkek.

During the workshop itself most participants reported that they enjoyed drawing and the tools.

The songs were progressively developed each day (See Annex 4). It was difficult for both participants and staff to grasp the importance of songs as a learning and communication tool. This is partly because there is a rich poetic folk song tradition and so participants were trying hard to write poetry – even if the sense of the aims and tool were lost. But the songs revealed a lot of gender stereotypes and issues – between mothers-in-law and daughters-in-law particularly. It was also noticeable that when the participants went back and divided themselves into groups to do a gender balance song, they put one man in each group. The result was one where the women were all being good wives and mothers, and obeying their men. It is the view of the consultant that the work on the words of the song was very useful in attitude change. Particularly in building the confidence and vision of the daughters-in-law. And also questioning some of the more extreme attitudes of the mothers-in-law.

Day 1: Pairwise Introductions

Pairwise Introduction is a key GALS tool to start a workshop. Each participant chooses someone they do not know and are asked to exchange names, something about each other – family, group - and then what their expectations are of the workshop. Each participant then introduces their partner. From the beginning of the workshop this:

- raises energy levels so people are very awake at the start
- develops confidence, friendships, listening skills and representing a more collective voice from the beginning of the workshop
- gives the facilitator a chance to respond to expectations – what will and will not be covered, to clarify or adjust workshop content
- gives a good sense of the sorts of words and language people use and how they relate to each other to help the facilitator adjust their language and process.

A mode of applause and appreciation is also established at this point – short and energetic to be used for all participants as they present.

Some participants had just been invited and thought it would be interesting to come, but had no specific expectations. Other expectations expressed divided into three main categories:

- **Networking**
 - Want new information
 - Meet people in North
 - Share experiences and learn from others
- **Skills**

- Learn vegetable production
- Learn business skills
- Learn sewing
- Learn skills useful for life
- **Development**
 - How to resolve village problems and unemployment
 - How to work in a group, including mixed groups of men and women
 - How to reduce poverty and improve living standard
 - How to create jobs and involve young people in vegetable growing.
 - Two of the men had very big expectations – to learn how to develop Naryn and their cooperative.

It was explained that the training was about planning at individual and group levels, and how women and men can work together. They will certainly get to know each other well. It was not, however a technical training – that could be given in other workshops. What they will learn will help them plan how to use money they may get from improved businesses and work. Some of the tools can also be used for other things.

Day 1: Soulmate Visioning

At this point the Notebooks are handed out. People put on their name and a personal symbol on the cover. They were told that the front pages of the notebook will be for their diagrams. The back will be for their own manual (to be explained later), they can also put notes in the middle pages that they can tear out and arrange later if they wish.

Soulmate Visioning asks people to draw their visions on the first page of their notebook – putting on women and men as well as things or buildings. It was explained that GALS uses drawing, not because people cannot write but because drawing is an essential visual communication skill for everyone in the modern world. It improves intelligence, memory, clarity of thought, analytical and communication skills. Later some things will be written, but at the beginning it is good to have fun and experiment with drawing – as they said they wanted to learn new skills.

They then mingle and share with each other and form a 'soulmate group' with people with similar visions and draw a group vision bringing together all their ideas.

This exercise resulted in 5 visions, mixing between women and men and across age groups.





Day 1: Vision Journey

Vision Journeys are the basic GALS strategic planning tool used at all levels. In this exercise participants were asked to choose one element of their vision that they thought was important and also achievable within a small number of years. This would be an example to help them use the tool. They could then use the same tool to plan for other things in their vision. The exercise was done individually, but they sat in group with other people with the same vision in order to share ideas and information. The Vision Journeys are drawn on the next double page of the Notebooks.

Basic Steps

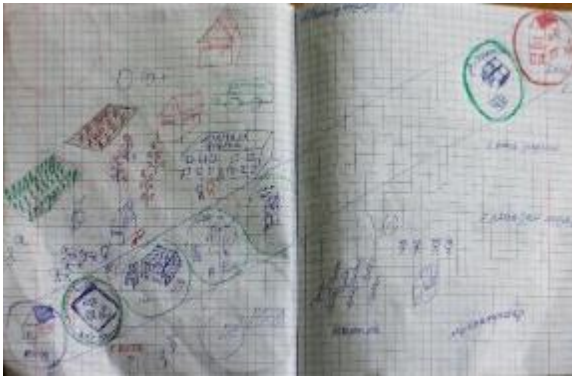
Step 1 Vision – draw the dream in a big red circle at the top right of the paper with rays like the sun. What will inspire them to get out of bed on a cold morning. And keep going when life gets difficult.

Step 2 current situation – a drawing in a smaller circle at the bottom left of what they have now in relation to that vision. Then join up the road.

Step 3: At least 10 opportunities at the top side of the road – the things that will help them move up. They need to identify as many as possible so that they can move quickly. Then a risk analysis of challenges at the bottom side of the road. This should be as thorough as possible so that they can foresee and as far as possible avoid the challenges. If they end up with more challenges than opportunities, then they should think of more opportunities that will help them address the challenge. So things will balance.

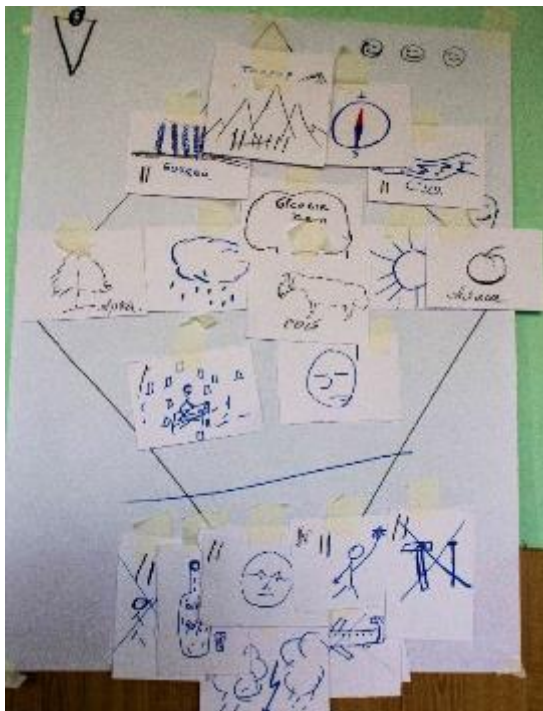
Step 4: One year target. They have a dream, but the plan must be realistic if they will get there. Some visions may take more than a year. So they should put a new green circle, with a thick line, right next to the vision with their target achievement by the end of a year.

Step 5: Milestones and actions. Between the vision and target they divide the time into steps drawn as circles with space between – these can be three or four moments where they will have achieved something. The first step should be after 1 month to give a very short term goal. The other steps can be equal time eg 3 or 4 months. Or correspond to particular times of year like harvest. In each circle they draw what they aim to have – putting money amounts where relevant. In between each circle they draw the actions – looking also at their opportunities and challenges.



Day 2: Gender Diamond





Gender Diamonds (also known as Gender Justice Diamond) examine and compare women and men's perceptions of gender differences, and what they want to change. It is also a participatory and fun drawing exercise to establish democratic ways of discussing and making decisions through sharing and quantification.

Steps

Step 1: Women and men are asked to draw 5 things they like about being the sex they are.

Step 2: Sharing. Starting from the back each person comes up and shows one card. They ask people to guess what it is. They then ask if other people have the same issue, and take all those cards and put them in a pile on the wall.

Step 3: Voting and Ranking: Once all the cards are in, people have 5 votes to vote on what they think are more important, having listened to all the ideas from others. They then put the piles of cards in position – most important with most votes at the top.

Step 4: The same process is repeated with dislikes of being the sex they are.

The exercise was done in 3 groups: men, older women (mothers-in-law) and younger women (daughters-in-law.)

The exercise was done in 3 groups: men, older women (mothers-in-law) and younger women (daughters-in-law.)

Men

- Like: being like a mountain as basis for everything, being like a road to show direction to children, wheat like strategic and important, Isykol lake take care of environment, cards without votes- juniper being always young, sun peace, apple to multiply population.
- Not like: men are lazy, throw rubbish around, cannot sing or play instruments, alcohol - drink too much. Angry and easily lose temper, praise selves too much, not able to do men's work like hammer, changeable character, always in a hurry.

Older women: mothers-in-law

- Women are driving cars, Look healthy, take care of children and give education and good direction, so they can be healthy and wealthy, making things beautiful, women can do a lot of things like bakery, growing flowers, protection on environment, enjoy nature with children
- Not like - being lazy, not strong enough to plough fields, can't save and keep money inside house, not take good care of kitchen gardens, watching too much TV. Talking a lot and gossiping. Scared of many things, some do not like to clean the house and others criticise them, including ants and small insects, thunderstorms, war. We should increase the population of Kyrgyzstan, young women only having 2 children. Is not enough.

Young women: daughters-in-law

- Like Family- want to bring up very good healthy family, to support each other, parents and parents in law, if have good skills can do a lot of things like cook, milking cows, getting income from ayran yoghurt drink, want to have a happy life like a sunny day
- Ones without many votes - singing songs, cleaning house and laundry, educating children, sewing, housework, always smiling and good mood.
- Not like - laziness, talking and gossiping a lot, too trusting, like to laugh, some people like to be on their own and not communicate, some waste money,
- Ones that did not get votes - did not get higher education, use internet too much, get angry, not tidy the house, doesn't take care of kitchen garden, cleans too much, always crying for nothing, intolerance, spending a lot of money on laundry. Changeable.

For videos see: <http://www.zemniimages.com/GameChangeNetwork/Kyrgyzstan/Tools/>

Day 3: Happy Family Tree



The Happy Family Tree (also known as Household Efficiency or Gender Balance Tree) looks in more detail at how division of labour within the household can be made more equitable and efficient, and how ownership, decision-making and expenditure can better reward those doing the work. This leads to increased cooperation and transparency in the household and reduction in wasteful expenditures.

These were first drawn individually. Then shared in groups: men, older women and young women. It was stressed that each group can analyse the issues for the whole tree, but

the action commitments can only be for their group ie men cannot tell women what to do, only commit to changes they themselves will make. Similarly mothers-in-law can only make commitments for mothers-in-law, and daughters-in-law for daughters-in-law.



Men's analysis

Work

- Women's work was shop but later moved to middle and wants to construct a small workshop. Wife owns income from that.
- Women do unpaid work
- Joint grazing livestock, cattle, horse
- Man for house grazes horses
- Man set up sewing workshop employing women. Mens expenses
- Spend money on billiards, to drink vodka, trying to hide smoking and casino from wives, petrol, most secret are girlfriends. Do not buy jewellery for wife but for girlfriends. How many girlfriends depends on pocket.
- Change to have rich girlfriends to get money from them.
- Household: Spend a lot for car, ploughing, fertiliser
- Joint will drink alcohol with wives.

Women's expenses - men buy wives cosmetics. If they buy a little thing for their wives, their wives do not notice many things.

Changes: all 4 men: will take decisions jointly eg buying furniture or start new activity, construct house, horse should belong to woman as well, use them for races. Money was only used by men.

Older woman says that the men want younger women, women also want to be romantic and be happy with men and children together. Men should respect them because the women gave them children. Have a lot of children and so no time to look after themselves. Contradiction with wanting so many children. Expect one son to look after parents.

For videos see: <http://www.zemniimages.com/GameChangeNetwork/Kyrgyzstan/Tools/>

Day 4: Gender Challenge Action Tree

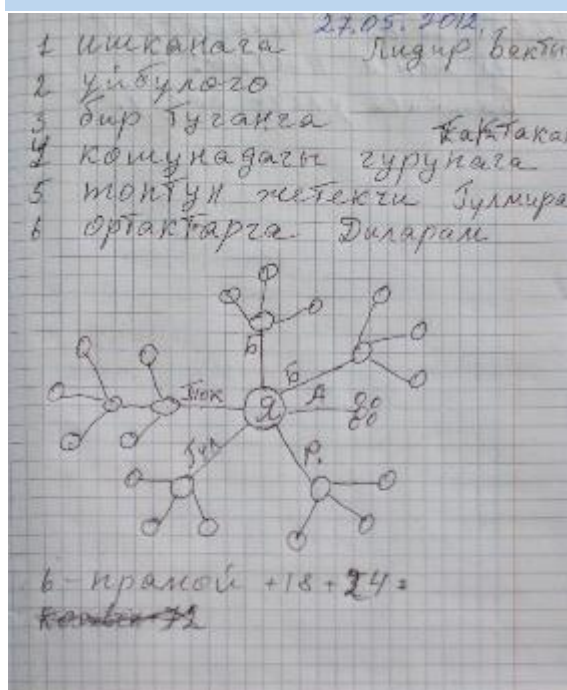
The Challenge Action Tree was done in the same groups : men, older women and younger women. Each group chose one issue from the diamond or household efficiency tree that they all thought was important for them personally.

- Men chose 'Having enough money for the family'
- Older women chose 'Having a Good Relationship with their Daughter-in-Law'
- Younger women chose 'Jealousy of Husband'

For videos see: <http://www.zemniimages.com/GameChangeNetwork/Kyrgyzstan/Tools/>



Day 5: Final Songs and Upscaling Plan



The day began with the final versions of the songs and a recapitulation of learning.

Because of time, and because many gender issues had already been discussed and people were tired, the full Change Leadership Map was not used. It would be useful to use it in follow up on the peer sharing.

Instead each champion did a simple spider map of how many people they thought they could reach through a 1-5-3 sharing over 3 months ie before the next follow up visit by CDA.

They sat in groups by province and exchanged ideas and added up the total they thought they could reach by province.

The peer sharing commitments were given in Annex 2 above.

For songs see videos and words on: <http://gamechangenetwork.org/asia/kyrgyzstan>

Community Half Day

The aim of the community day is to upscale from the initial champions in an area. And also give the champions an opportunity to practice their skills in facilitation. Each champion is asked to bring along as many people as they can – at least 5 people from their family and friends. Normally there is a whole day of 6 hours in each community for this. But in Naryn it was only possible to have half a day because this period was when the schools were just closing so many people – including the local champions - were busy. This meant we also combined the community day in Baizakh with Kezakh – not ideal.

Despite the fact people were generally busy, in addition to the 19 champions and CDA staff, there were 65 participants: 12 men and 53 women.

- The day started with everyone joining in the songs. Though someone decided they should do all the songs at the beginning instead of leaving some to the end as had been agreed, so songs took longer than anticipated.
- Then people split into groups: men, older women and younger women so that people could mix and discuss with people from similar background. Each group went to a different room, and split further into subgroups each with its own champion facilitator.
- The champions first facilitated participants to draw their Visions and Vision Journeys on sheets of paper, or in notebooks they had brought.
- Then the champions presented their drawings and the tools on gender: Gender Justice Diamond, Gender Balance Tree and Challenge Action Tree.

In general the half day went well. Participation and energy was generally high. People said they liked the songs – though some of the older women found dancing difficult. Drawing was new – some people liked it and some did not. The Vision Journey was appreciated. But there were a range of views on whether or not daughters-in-law should be trying to change their lives. A further challenge was that men for some reason did not have one room. So their discussions were more scattered and the consultant had to spend more time with them to make sure some of the community leaders fully understood the methodology. Leaving supervision of discussions to CDA staff. The work of the consultant with the key men also meant that she was not able to oversee the close. But feedback from the men I had focused on was very positive in their farewells at the troutfarm dinner.

Participants at Catalyst Workshop and Outreach commitments

No	Naryn	1 level	2 level	Total
1	Temirkul	5	15	20
2	Farida	5	15	20
3	Venera	5	15	20
4	Jibek	5	15	20
5	Altyn	5	15	20
6	Mairamkul	5	15	20
7	Jyldyz	5	15	20
8	Nurgul	5	15	20
	Total			160
No	Jalalabad	1 level	2 level	Total

1	Химия эже	6	18	24
2	Sadyrbek	6	18	24
3	Jibek	5	15	20
4	Khapisa	6	18	24
	Total			92
№	Osh	1 level	2 level	Total
1	Kamila	5	15	20
2	Ubriam	5	15	20
3	Gulnara	5	15	20
4	Roza	6	9	15
	Total			75

№	Chui	Direct	Indirect	Total
1	Damira	11	33	44
2	Idayat	6	18	24
3	Begiam	6	18	24
	Total			92

Unfortunately the debrief with the champions was too short for detailed translation for the consultant because everyone was extremely tired and we had to leave to get back to Bishkek. In the English feedback, champions said the participants had liked the songs as a way of feeling solidarity. Some people liked drawing, others did not.

It was stressed that they should share rather than preach. Follow up by service providers should be supportive, and focus on the personal changes and achievements on their own diagrams, giving any necessary clarification on the diagrams in their Notebooks. Questions on outreach should focus on achievements and challenges, not policing.

Annex 5: GALs follow-up June-July 2016

The time of the service providers was limited to do a full follow up, it is also the harvest season. In only a few cases did the CDA staff manage to observe facilitation by the champions. There is no information on the changes that participants have made in their own lives and families in achieving their visions and commitments – the key to champions being able to persuade others to change and use the tools are the changes they themselves are able to make in order to succeed. This is therefore an important information gap that needs to be filled as soon as possible. This is also important for identifying indicators to be used in MandE.

Champions have started scaling up and obviously made a lot of effort – a total of 327 people have been reached (average factor of 17 for each champion) in 2 months. This was quite a good response – given that heavy seasonal work in the field that limited the time and full engagement of participants, particularly men. Champions mainly did the workshops with the SHG and ASHG members as they felt more comfortable sharing with the SHG and ASHG members. The greatest interest was (as might be expected) in Naryn, and also in Kenzhekul village in Osh. In Baizak, participants did songs and singing (they were the main ones at the community day and so had enjoyed it there).

There are a range of challenges that champions faced and need support to address from the service providers:

- All champions spent a big portion of time (we need more details here of how long and for what, and compared to other activities), but they still needed to be shortened and/or combined.
 - Only a few champions practised with the family members. The reasons for this need to be analysed – particularly in the case of men and mothers-in-law who have more power.
 - In some communities of Naryn and Osh oblasts, participants found GALs workshops interesting but in some communities interest was not observed, especially in Djalalabad.
 - Champions remember best the **visioning and vision journey**, but found the Vision journey difficult to facilitate.
 - Champions had difficulty **facilitating** the workshops. Most don't remember how to use all tools. In some cases, tools were not correctly explained and the sequence of steps were mixed up.
 - In all oblasts in most cases participants find **drawing** difficult and refused drawing, **sharing** with other participants and singing. Champions did not know how to deal with this situation. Participants said they are not ready for drawing, felt shy and were afraid that people would laugh at their drawings and their singing. In some places champions allowed writing and without singing (especially in Djalalabad).
 - Some of the champions could not answer questions raised by the participants: "So what now after the exercises? What is the next step? Why we did this exercise?"
 - Champions found it difficult to raise trust and make participants active and open. In some communities, particularly in the southern region, participants had difficulty expressing their ideas and sharing dreams in front of the group as there were relatives.

It was particularly difficult for daughters-in-law to be open and actively sharing in front of mothers-in-law.

- Not all participants brought stationary even they were told (asked???) to do so

Workshops conducted by Champions on their own after the training in Baizak: Total 327 = upscale factor of about 1:17 in 2 months.

Community	Champion	What was done	# of people covered
Naryn oblast			
Baizak		Visioning, Vision journey	43 ASHG, 5 SHG
Kuiruchuk			20 ASHG, 5 SHG
Kyzart			38 ASHG, 5 SHG
Zhumgal			20 ASHG, 5 SHG
Chon-Dobo			20 ASHG, 5 SHG
<i>Total 166 people in Naryn</i>			
Djalalabad oblast			
Kaba	Bekmurzaeva	Visioning, Vision Journey	15 ASHG
Baimunduz	Sadyrbek		18 ASHG
Blagoveshenka	Butasheva Kh		34 ASHG
Zhany Dyikan			28 ASHG
<i>Total 95 people in Djalalabad</i>			
Chui oblast			
Kamyshanovka	Idoyat	Visioning, Diamond	8 members of ASHG
	Bagaim	Visioning	4 relatives
Kaldyk	Damira	Just sharing information	4 people
<i>Total in Chui 16 people</i>			
Osh oblast			
Nookat	Gulnara	Just sharing information with family, neighbors, SHG, in the school (colleagues)	
		Visioning with ASHG members	30 people
Kenzhekul	Roza	Visioning with ASHG members	20 people
<i>Total 50 people in Osh</i>			

Annex 6: Review in Chui

Part of the follow-up mission in September was to look at the factors involved in implementation and upscaling at the level of the community champions in the light of the plans and feedback on peer sharing, and the achievements, opportunities and challenges identified in the Catalyst process and July Review. In particular:

- **Inequality between women:** the power inequalities between mothers-in-law and daughter-in-law.
- **Lack of trust and sharing:** reports from CDA feedback that people were not sharing in families.
- **Geographic isolation and spread** of champions outside Naryn and how champions will support each other.
- **Levels of education** and implications for adaptation of the tools eg when to draw and when to write and how complex the diagrams can be, how quickly can people move on to advanced tools?
- **Group facilitation skills:** how to improve these?
- **RWEE Kyrgyzstan is women-focused**, even though many activists are men. How to involve men champions in the communities beyond activists? Particularly in view of the spread of more conservative versions of Islam?



Photo: 5 Chui Champions at Naryn workshop. Front left Idayat. Middle back left Begaim. Middle back right Damira. Front Right Gulmira from CDA.

Village		Commitment in Naryn			Achievements August CDA follow up	
		Direct	Indirect	Total	What	Direct
Kaldyk	Damira	11	33	44	Just sharing information	4 people
Kamyshanovka 1	Idayat	6	18	24	Visioning, Diamond	8 members of ASHG
Kamyshanovka 2	Begaim	6	18	24	Visioning	4 relatives
Total		25	69	94		16



Kaldyk Village

In Kaldyk there are 6 RWEE groups. Each have around 5 members who contribute 100 soms per month. 1 group was doing only 50 soms, but in May increased to 100 soms after seeing other groups.

This month – despite the harvest – they had several trainings already from FAO - processing tomatoes, eggplant, pepper, onion. Made salad. Fried and closed. Kitchen Garden salad. These were different trainings, attended by around 20 women each time.

Kaldyk Champions

28 women participants from 6 SHGs. The seating with fixed benches in rows was somewhat problematic and was not very good for group participation. As people were already seated when we arrived, it was not easy to completely rearrange things. They had not been asked first to bring books. But they did get them.

They started with a pairwise discussion of what they thought GALS was, what they had learned and who they had shared with. All had visions. Some vision journeys were good and correct. Contrary to the impression from the CDA follow-up report, outreach was good, and people had been sharing in their families (possibly after the CDA visit). The main challenge was harvest time.

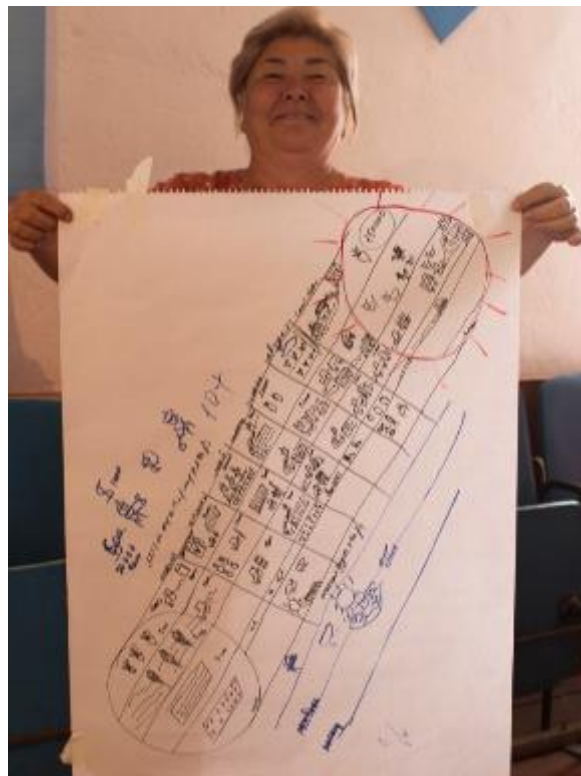
Damira had reached out to 28 women. 22 were present at the first meeting in Kaldyk. Of these:

- 3 women shared the vision journey with 9 family members
- 3 women share the vision journey with 8 family members
- 1 woman shared the vision journey with 7 family members
- 2 women shared the vision journey with 5 family members
- 3 women shared the vision journey with 4 family members
- 5 women shared the vision journey with 3 family members
- 3 women shared the vision journey with 2 family members
- 1 woman shared the vision journey with 1 family member
- 1 woman didn't share the vision journey with family members

A total of 102 family members were reached by 22 women

They then split into groups with one RWEE team facilitator in each group and shared their Vision Journeys and made sure everyone was clear about the steps. (while Linda talked to Damira).

In the second half of the meeting they learned an Increasing Incomes Challenge Action Tree facilitated by RWEE team. Two groups looked at tomatoes. 1 group chose dumplings. In 1 hour they got as far as quantifying the challenge roots. They agreed to do the solution branches for homework and bring these the following week.



Damira's Vision Journey and Gender Balance Tree update and

The Vision Journey had helped her to make more concrete plans for her crops. Land is in the man's name because he is 'head of household'. But government titles give 0.7? hectares for each family member and the husband can only sell his part. The big change for her that has enabled her to move forward is that her son has now come home to stay at home for good. He lives only 30 minutes away but in 9 years he had not come back. His wife is not good. She and her family used to beat him. Now she wants to get him married to someone else in this village. He has been doing all the house repairs, on the farm etc.

On the Gender Balance Tree her commitments were on increasing crops and reducing luxury expenditure. She has done that. But harvests this year were not so good because of rain. She shared the Gender Balance Tree Tool with her husband and he did his own. He promised to give up cigarettes. As far as she knows he has done that and has not smoked in front of her since.

New Tool: Multilane Livelihood Vision Calendar

Linda showed Damira how to design a Multilane Livelihood Vision Calendar (a type of Vision Journey) for planning work and income for different crops. It was possible for Damira to understand this very quickly – about 10 minutes – from her knowledge of the basic Vision Journey. She completed this at home, and presented it well at the leader's meeting and also the following Champion meeting in Kaldyk (see video). Damira already knows most things she is putting on the diagram and already had plans, but the tool really helps her to put all her thoughts together on one diagram. One of the main things she wants to save up for over time is to go on a holiday in Hawaii.

Chui Leaders Meeting

Damira presented this tool at the Chui leaders meeting, and the other leaders were also interested in learning this tool.



Second Meeting Monday
26th September

This meeting was a practice in 'facilitation' for CDA, as well as a meeting for the Kaldyk participants.

There were new people at this meeting. The participants from the previous week had already met in the meantime and put stickers on for the two tomato groups combined. Some people brought this to the meeting to present, but one tomato group did not come. From the dumpling group only 2 people came.

We started again with a pairwise discussion, where champions from the previous meeting showed the Vision Journey to new people while everyone arrived. (Estimate everyone has arrived about 30 minutes after allotted time - need to tighten up on discipline)

Damira presented her Multilane Livelihood Vision Journey (see video).

Then the women participants divided into their groups and explained the Challenge Action Tree to new people. The participants discussed the solutions and their commitments.



Discussions with men

Parallel to the women's process Raimjan and Marat explained the Vision Journey to two men. Partly to give them practice in facilitation, and so they were not listening to the women's discussions – ideally men work with men and women with women where there might be any sensitive gender issues.

One of the men wanted a definition of GALS because he said he was interested in gender. He gave a good short definition of gender as 'relationships between women and men as equal human beings'. He had been learning about gender from the Internet. For his Vision Journey he decided to work on a Vision for getting a flat Bishkek. But Marat was not able to make the tool work for him because he did not separate out activities, just divided the total money into what he had to save each month. This was an issue to do either as a multilane showing how the different activities he is involved in could contribute. He was not willing to draw – but things could have been done through writing. There was no gender analysis. This example was discussed with the CDA staff at the retreat.

The second man with Raimjan did a multilane livelihood VJ. He only got to his second second lane before he had to leave because he was doing very detailed (necessary) calculations, and there was no gender analysis. But he had not done any sort of planning like this before and found it useful.

Journalist and social networking

There was also a young journalist filming the meeting from CDA documentation training for their Classmates blog (Russian Facebook). We discussed how this could be useful for the GALS process. She had learned how to frame pictures and received a tablet. But Internet has only just arrived and this was her first assignment. Earlier her mother wanted her to stop school and help her at home. But she has now decided she wants to finish her education in town and become a journalist.

Kamashanovka Village

Before the meeting we had a courtesy meeting with the village leader.

The village was started by immigrants from Russia, Ukraine and Kazakhstan. Many of the Russians and Ukrainians have returned after the break up of the Soviet Union, but the population continues to be very mixed population with further immigration from Tajikistan and Uzbekistan. There is some split between Tajiks and Uzbeks, many of whom are promoting a more fundamentalist version of Islam, and more liberal Kyrgyz people. Not everyone knows each other (see case of the two men below)

According to the local government leader, the village has about 500 households with 2,500 people. Of these 29 are classed as vulnerable, with 12 in extreme poverty ie income per month less than 800 som for 5-6 people. The economy is mostly agricultural growing wheat and barley and livestock - mostly cows, sheep and pigs. Agricultural season is March to October. Winters are very cold at minus 25-30C and it snows daily. Some men migrate in the winter for work in countries like Turkey (see below).

UN women has been a big help. Before they grew mainly wheat and barley just for fodder, now they are growing vegetables and these are more profitable. They have also developed kitchen gardens and given training on agricultural techniques. Women work mainly in irrigated land. Cabbage pepper and maize are profitable.

Irrigation is a challenge for improvement - of 6500 hectares, 1500 is irrigated conventionally with pumps and 478 hectares with channels from river Chu. Irrigation channels were constructed by Soviets but not well-maintained, and people are diverting the water. There was drought for 3 years, then this year was very heavy rain. Last year barley was 500kg per hectare barley, this year 1500kg.

There will be elections to the local council. UNWomen are conducting a 2 day election training by 25th Nov.

One of the main purposes of local government is to provide sustainable income. They have a Strategic Plan to 2030. Main objective to help farmers to help themselves. Previously they had 39 vulnerable families. In Soviet times they used to use summer pastures in the mountains. Now they can't do that so village pastures need to be improved. They are trying to support people organising into cooperatives for different crops. Starting in 2017 the coops will sell agricultural produce and help with marketing.

The local government leader had South Korean friends who wanted to help and set up a livestock project for 2-3 years. They buy 5 sheep for each vulnerable family, then the next season sheep transferred to another family. A social committee selects and monitors. Priority is given to large families and single women. They already have in mind the next family, so monitors make sure they don't sell. 1 family got 1 pedigree cow, but a cow takes too long to produce and the woman sold the cow to a neighbor because she wanted a smaller cow that needed less forage.

In what follows Linda was interviewing the champions to review what was happening, their ideas for scaling up etc. Then in the second meeting with Marat, Raimjan and the men – again to see options for scaling up and involving men. Information on the discussions with the women is with CDA staff in Kyrgyz.



Kamashanovka champion meeting 1: 22nd September

The first meeting was attended by 20-30 women. The meeting was much more ethnically mixed than at Kaldyk. One woman only spoke Russian. Some women had already done some of the tools.

We started with pairwise discussion. Then people shared their Vision Journeys. Most of the first meeting was around clarification of the vision journeys.

Kamashanovka champion meeting 2: 22nd September

There were fewer women. About half were the same as meeting 1 and half were different.

We had planned to do the Gender Justice Diamond, but Idayat could not find it. Begaim was not there because she had gone to another village for work.

The champions shared their Vision Journeys with the others and discussed between themselves.

Then CDA staff facilitated the Household Efficiency Tree.



Champion Interview: Idayat



Photo: 6 Idayat's Household Efficiency Tree

Idayat had liked the Vision journey in Naryn, also the Happy Family Tree.

We focused on the Happy Family/Household Efficiency Tree (see photo left). This was a good tree and she had made good commitments. But there was no analysis of ownership and decision-making -time in Naryn had been short. Her husband had also done his tree when she got back (not clear if he had circled on her suggestions in her notebook? There are 10 green fruits not 5). She had not yet circled in red, though some things had been achieved.

On the work roots

Her side: wanted to increase number livestock, poultry, establish sewing shop.

Both: Increase livestock and work together on agricultural land. Of these they have increased poultry, and dairy goats managed by shepherd.

On the expenditure branches

Both: Construction of bathhouse and shop. Purchase a vehicle – her husband used to drive a big van but they could not buy it. She used to drive when husband had a van. Her husband had taught her.

Her side: to buy clothes but this did not happen.

Her husband stopped drinking – but had already reduced because he had become more religious (see below).

Gender issues and Islam

15-20% men have girlfriends (in Kyrgyzstan generally). Better-off men have more than one wife. The first is an official marriage, the second in the mosque. The 3rd and 4th wife have no formal recognition. Women accept to do this because there are few young men. Men die early because of alcohol, prison, drugs. Migration of men is mostly in the South. (this all needs verifying CDA staff doubted that later wives did not have nikah marriage).

Currently many are stopping drink, drugs and crime because of Islam. Many men in the village have done this over the last 2-3 years because of preaching by the Imams.

Previously was arranged marriage. Idayat chose her own husband, and they eloped as a form of customary kidnap. Her parents then said yes.

Her husband has become much more religious. But this has been a good thing. Her husband does not restrict her. He says she is responsible to god in afterlife. The main things are not to be unfaithful, to wear modest clothes (Kyrgyz kerchief – he is not against make up). Men also should also do the same.

Obeying God means being honest, not to lie, drink alcohol, keep the house clean. He is supportive of her work in the SHGs and community and standing for the local council.

Plans for future

This year they want to move and build new house. Her husband is working in Bishkek so life is difficult. All her relatives are also near Bishkek. If she moves she will not give up GALS, she will take it with her and teach people there.

She is also standing for election to the local council. She was thinking of that before GALS - she likes mixing with people. It was one of the reasons she wanted to go to Naryn training.

Outreach

She had done the Visioning and Gender Justice Diamond. It went well. The things women liked least were gossiping and fighting between mother in law and daughter in law. But she has lost the diagram they did (I had hoped she could present it in the meetings with the participants as the basis for a challenge action tree)

Young women are in the field at the moment because of harvest. But they normally come.

In SHG she would like to increase the number of members. There are many unemployed women and she would like to help them to earn money. Bakery and sewing shops are good possibilities here. Clothes can be sold in Bishkek. Farming is almost all organic and that also has a market.

Champion interview: Begaim

Begaim has not been very active – her mother is good friend of Idayat. She has been working over the summer in another village.

Her Vision is to establish a sewing shop. First she is going to study tailoring next month in Bishkek. She had this idea before GALS. She had thought of hair dressing, but her parents opposed this because cutting hair is against Islam – it is seen as unlucky.

Her father is very religious. He is trying to make everyone wear more hejab (ie closely cover the hair tight around the face with a long scarf (see picture of Begaim above). But she is the only one obeying him. Her mother and sisters only wear the Kyrgyz kerchief.

She will choose her own husband. Girls here usually marry at 16-17, though legally is 18. She is 18.

Journalist: Altynai Salyamova

Confident young woman from the village. She wants to become a journalist and study many languages. She videoed an interview from Linda (translated by Gulche) giving overview on GALS and said she would put it on CDA Classmates Blog (to be followed up – could be useful.

Meeting 2: Discussions with the men

Man 1 Kyrgyz from Tadjikistan. He was there with his son and had to leave early because the son got restless. He did the Household Efficiency Tree (I do not have details of this). His wife is at home and member. He found the tool interesting but did not get as far as fruits on the Tree.

Man 2 Kyrgyz from this area. He loves his wife very much. His Household Efficiency Tree analysis was quite equal in terms of expenditure. His wife is at home three children and baby. The children here go to preschool around 3 years, school at 7. Then will work as a cook as she did before and get good money? (it was unclear whether this would be in the village or Bishkek - big Bishkek restaurants pay 3000 dollars a month. 15-20000 som in small restaurants). They moved back recently from Bishkek. The land currently belongs to his father and he will inherit that. Women do not get any inheritance. (It is unclear what happens to the government allocation)

Then he did a Multilane Livelihood Vision Calendar. He is planning to go to Turkey for a few months to earn some money. His friend went last year for first time and had good experience.

We then discussed about setting up a men's network – he knows Idayat and she came to join the discussion. According to him 80% of men who are religious were controlling their wives more. He thought that is very wrong and a man's group would be good. He said he would contact the other man to discuss, and Idayat would give him the name.

The next meeting for the group was fixed for after the harvest at end October.

Annex 7: CDA/UNWomen Retreat

The main aim of the retreat was to strengthen the basic Catalyst Process to deepen the changes on gender, and upscale to much more widespread coverage of participants in the cooperatives and groups involved in RWEE – but if feasible including some more advanced versions of the same tools. The starting point were the opportunities identified in the first report (See Appendix 2), and reviewing and looking further at some of the challenges and how to address.

Tools

Catalyst Tools

The Retreat started with a review of the Catalyst Tools: Visioning, Vision Journey, Gender Balance (Household Efficiency) Tree, Gender Change Diamond, Gender Challenge Action Tree.

Additional Tools covered at request of CDA – for further study by CDA using the resources cited were:

Livelihood and Value Chain Tools:

These were introduced and participants took notes, and explained in detail to Gulchan who is designing these tools in RWEE.

Livelihood Vision Calendar and other types of Multilane Vision Journey Diagram adding things like savings

Increasing Incomes Challenge Action Trees and Business Trees and adding things like use of credit

Market map and value chain map

The key reference resources here are **‘Growing the Diamond Forest’ GENVAD Manual** and **Happy Family Happy Coffee Toolkit** on the Gamechange network blog:

<http://gamechangenetwork.org/livelihoods-and-value-chain-development>

Leadership Tools

- Leadership Visioning and Vision Journey
- Leadership/Participation Diamond
- Leadership/Participation Flower

Together with detailed review of participatory facilitation techniques.

These have yet to be documented and made publicly available – doing so is not part of this contract – but participants took their own notes in Kyrgyz.

Organisational Vision Journeys and Multilane

We discussed the New Home video and examples from Ivory Coast as ways of facilitating large organizational meetings for strategic planning.

New Home video You Tube <https://www.youtube.com/watch?v=e60oJtNUECs>

On an individual level, Vision Journeys can be extended as Multilane Diagrams looking at : economic, gender and peer sharing as a monitoring tool.

See:

Elizabeth Masika's Multilane Highway for Change: <https://www.youtube.com/watch?v=SGmofAu05C0>

Gender Review Tools

The second day of the Retreat we focused on gender – particularly CEDAW – and the outcomes from the Gender Balance Tree and the Gender Challenge Action Tree at the Naryn workshop, also the discussions in Chui with Damira, Idayat and Bagaim (See Part 3 of this report).

Here there is a lot of scope for using GALS as part of other gender processes in UNWomen and with CDA and IFAD – like International Women's Day, and also the activities around Gender-based Violence in December. GALS is ideally linked to these advocacy processes.

Key resources here are:

Rocky Road to Diamond Dreams: GALS Catalyst Manual Part 3 on Gender Review

http://gamechangenetwork.org/wp-content/uploads/2016/09/GALS-Catalyst-Manual-March-2014_compressed.pdf

'Diamonds are a girl's best friend' published article

<http://www.galsatscale.net/documents/GALSReportDiamondsAreAGirlsBestFriend.pdf>

Decision Diamond with Jane Walina Bukonzo Joint, You Tube Video – includes reproductive rights:

https://www.youtube.com/watch?v=hrbR9WjADV&feature=em-upload_owner

Facilitation Skills

Facilitation skills are in many ways more important for the change process and upscaling than the actual tools.

A lot of time was spent going through and practising facilitation, particularly the first session:

- Make sure people are properly informed, and asked to bring all their books etc from any previous meeting
- If possible have a song recorded and playing as people arrive, and put diagrams on the wall
- Think about seating beforehand – people need to be able to move and sit in circular groups
- Pairwise introduction based on key relevant questions for the process. Putting people with people they do not know so well to break up cliques and develop team feeling.
- Start on time. But politely find out why people are late. Those with good reasons should be given attention so they catch up – or other participants are asked to explain. This is good practice for the participants.
- Use interactive facilitation – people coming up. Others do individual drawings in their books.
- Practise the group participation skills – the diamond and challenge action tree with systematic feedback and quantification. Facilitators here just briefly make sure people are clear what they are doing. But then go away. In the plenary participants should always contribute first. The facilitator has a chance to ask some questions and do a short wrap up at the end.
- THE DRAWINGS MUST STAY WITH THE GROUP One of the big reasons why people had not continued with the group discussions in Chui was because the diagrams had been taken away. Photograph the drawings. If they really have to be taken to present at a big workshop, they should be immediately sent back.

Other guidelines for facilitation are given in:

<http://www.galsatscale.net/documents/GALSatScale0Facilitation.pdf>

Monitoring and Evaluation

In GALS Monitoring and Evaluation is one part of a bigger Gender Action Learning System. GALS brings together different stakeholders in an empowering learning process, rather than simply checking boxes for donors. It combines:

- Individual tracking of empowerment process/progress towards visions and action commitments in notebook diaries at each level: communities, private sector, organisation staff.
- Participatory quantitative monitoring and aggregation by groups and associations for collective planning.
- Participatory review by the stakeholders to decide what to do with the information
- Qualitative and multimedia methods by stakeholders, NGOs and/or external agencies for deepening understanding of processes

The MandE process for GALS is documented in a number of places:

Rocky Road to Diamond Dreams: GALS Catalyst Manual Part 3 on Gender Review

http://gamechangenetwork.org/wp-content/uploads/2016/09/GALS-Catalyst-Manual-March-2014_compressed.pdf

and

<http://www.galsatscale.net/documents/GALS0ActionLearningSystem.pdf>

There was not time at the retreat to discuss this fully, and it is probably not feasible for such a short project to set up a robust action learning system at this stage.

The focus was therefore on identifying potential indicators for the project. Annex 2 gives the list of RWEE Monitoring indicators, with main gender dimensions highlighted in Green by Azzurra and possible GALS tools to be used filled in in red by Linda. For the other indicators in the framework, the information is collected from coop or government records.

However it was the opinion of UNWomen and CDA that they wanted to collect information over a broader range – given the potential richness of gender impact information provided through the GALS tools. The first report had suggested possible indicators based on the gender diamond and topics chosen/commitments from the Challenge Action Trees and in line with women's human rights in CEDAW are:

- Men involving women in decision-making on major investments eg horses, shops etc
- Men sharing the income with women from these investments
- Men buying more presents for their wives
- Men being more faithful with fewer girlfriends
- Mothers-in-law discussing with and learning new things from daughters-in-law
- Greater affection and understanding between mothers-in-law and daughters-in-law
- Mothers-in-law and daughters-in-law having greater knowledge of and accessing the range of information on the Internet
- Daughters-in-law having cars and learning to drive

Issues of land ownership, reproductive rights and sharing of housework need further discussion.

At the Review CDA suggested a range of indicators based on CEDAW and Catalyst process, to be collected through quantification of fruits on Increasing Incomes Challenge Action Tree, Household Efficiency Tree and Multilane Calendar:

Household/perceptions

- Do women feel they are treated better – do they enjoy more respect? Particularly daughters-in-law.
- Do women participate in decision-making? Do they have a right to participate equally in decision making? And not only listened to but also control decisions?
- Has violence decreased? Against daughters-in-law? Against children? Physical violence? Psychological violence? Have cases of denigration of women decreased? Denigration of daughters-in-law? Do daughters-in-law feel safer and will not be beaten?
- Has divorce decreased?

Economic/paid and unpaid work

- Is there participatory planning of business activities?
- Is there more equal division of income.
- Do family members value unpaid work of women. Do men help with housework. Do mothers-in-law help daughters-in-law more with housework? Do men spend more time with children?
- Are women's practical gender needs met – eg stove and water, oven for bread, electric appliances.

- Do men invest in women's income activities? help as moral support and advice
- Are women less dependent on husbands?
- Have joint activities of family members increased?
- Do women have more time for leisure? Do women and men spend more time and leisure time together?

Additional from the livelihoods tools:

- Has land for production increased?
- Has production increased?
- Are women producing new products?
- Is there a sustainable market?
- Have women's business skills increased?

Leadership and social participation

- Do women face fewer barriers to participate in meetings, groups and coops? Do daughters-in-law have more freedom to go to meetings?
- Do women pay more attention to health, sports etc.
- Has time and money spent on festivities decreased.

These indicators are to be further refined by CDA/UNWomen as they implement GALS and other aspects of the project. GALS champions could be asked to systematically put details of any of these indicators on the relevant tool. In analysis there should be a distinction between those directly covered by GALS eg SHG group members, and those reached indirectly. Some thought should also be given to how to collect information from men – as they are not group members. But changes in men should also be captured.

Annex 8: RWEE MandE Indicators

Performance Indicator

Means of verification - (*Data source: how will it be measured?*)

Possible GALS Tools

% of decrease in the number of undernourished population in target areas

This would have needed the GALS Food Security Diamond. But being collected through government figures? Disaggregate women (m-in-l, d-in-law) children etc.

% of rural women owning land (individually or jointly with men) out of agricultural land owners

This can be collected through local authorities, crosschecked against GALS champions, differentiated by direct/indirect. Or by ensuring that land ownership is clearly indicated on the gender balance trees, and followed up. Issue of land ownership is not straightforward – difference between registered land (0.7 ha per family member) where people can only sell their share, and ideas of ownership and title names. It is also unclear how government allocation relates to inheritance laws, particularly in polygamous families.

Performance Indicator

Means of verification (Data source)

1.1 % of increase of agricultural production of women farmers

Can be collected by crop from the Livelihood Multilane Vision Calendars.

1.2 Women dietary diversity or Household food consumption patterns (% of increase over baseline)

Key Output 1.1

Rural women have increased access to resources, assets and services critical for their food and nutrition security

Performance Indicator

Means of verification (Data source)

1.1.1 Number of rural women's groups/cooperatives accessing credit (% of increase over baseline)

1.1.2 Number of rural women
accessing integrated agriculture-
nutrition services

1.1.3 Number of rural women
utilising improved production
techniques (% of increase over
baseline)

Women could be asked to put this information on the
Livelihood Multilane Vision Calendars.

Indicators

Means of verification (Data source)

2.1 Variation of women/ women
groups/ cooperatives income
generated from their sales to WFP
and other markets (% of baseline)

2.2 Proportion of rural women with
empowerment in the income
domain of the WEAI (control over
use of income)

From the Gender Balance Trees.