

Introduction to WEMAN & the Gender Action Learning System (GALS)

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Workshop Objectives

By the end of the workshop, we will have achieved the following:

- Disseminated first-hand information on the WEMAN & GALS process among the participants;
- Shared GALS tools & experiences in other countries;
- Identified potential partners who may be interested to implement GALS tools, form a working team to find out the possibilities of implementation in Bangladesh.

Agenda

- 1 Overview of the WEMAN movement
- 2 Introduction to GALS as a Methodology for WEMAN
- 3 Highlighting the Tools in light of the Pakistan Process
- 4 Experiencing the Empowerment Diamond
- 5 The Peru Experience
- 6 The Way Forward

Overview of WEMAN

- Women's Empowerment through Mainstreaming and Networking (WEMAN).
- It is an international movement that began in early 2007 and has since spanned Latin America, Africa and Asia (India and Pakistan).
- WEMAN focuses on enhancing Gender Justice in Economic Development.
- This is a long term global and multi-donor process spearheaded by Oxfam-Novib.



 Oxfam Novib

WEMAN's VISION

A world where women and men are able to realise their full potential as **economic, social** and **political actors**, free from all gender discrimination, for empowerment of themselves, their families, their communities and global humankind.

WEMAN GOALS

GOAL 1:

Empowerment and improvements in livelihoods which are significant and sustainable for women, their families and communities, particularly from low income and vulnerable groups.

GOAL 2:

Gender justice mainstreamed in economic development interventions and institutions, including: financial services, livelihood and market/value chain development and economic policy and decision-making.

Gender Action Learning System (GALS)

A Methodology to Support WEMAN
Developed by Linda Mayoux, GALS as an
adaptation of "Participatory Action Learning
System (PALS)" specifically analyzes and
addresses **gender issues**.

What is Special About GALS

- It is a set of tools for **life planning**, which can be flexibly used to suit different target groups and contexts.
- It can be used equally by women and men who **cannot read and write** as well as by organizational staff, academicians, and researchers.
- It's goal is not only focused on Improved livelihoods but more importantly on **Increased life choices** (voice in decision-making at personal, household and community levels) and **Increased happiness** (self-respect, love, friendship, security and freedom from violence)

Scope of GALS

Focuses on Socio-Economic Issues including:

1. Individual life and livelihood planning
2. Collective action and gender advocacy for change
3. Institutional awareness-raising and changing power relationships

Steering Life's Rocky Road

