

GENDER



ACTION

LEARNING

SYSTEM



GALS @ Scale in Brief

Why Gender?

Gender inequalities are a key cause of economic inequalities at national, enterprise and household level, leading to poverty for men as well as women and children. In coffee production in Uganda and Tanzania, research has shown that unequal land ownership and division of labour are key causes of poor coffee quality and productivity. Women do at least 70% of the work. However because men own the coffee land and trees, they also control the income. They use much of the income for alcohol and women in town. Women have to 'steal' coffee to pay for school fees and food for their children. The rush for each person to get the coffee before the other leads to selling of unripe and bad quality coffee. Attempts by coffee traders to improve coffee quality have very limited success. Even if men get training, they leave the work to their wives. Women prefer to divert their labour and money to crops where they can control more of the income.

Why GALS?

GALS (Gender Action Learning System) is a cost-effective and sustainable community-led planning methodology. It helps women and men to have more control over their lives and work together on a basis of shared visions and values of equality. The methodology uses participatory techniques and adapted versions of four diagram types: Road Journeys, Trees, Circle Maps and Diamonds. People draw their diagram plans in locally available notebook diaries which they themselves buy.

People begin by developing their individual visions for change, with achievable targets and road maps to move towards these visions. A key focus is analysing and breaking through gender-based barriers at individual level and within the family and personal networks as challenges that prevent men as well as women from achieving their vision. They continually review and track their own progress as a process of reflexive learning based on their own planning needs. The same basic tools are then further developed as business and livelihood plans within which gender is mainstreamed.

People identify other people in their own families and support networks with whom they have a self-interest in sharing the gender messages and GALS methodology. The methodology thus scales up through voluntary 'pyramid marketing'. The most effective voluntary community trainers are later paid from the additional profits and resources they generate for an organisation through training in new organisations and communities.

Hivos GALS@Scale programme

GALS tools and participatory processes originated in work by Linda Mayoux for Hivos in Uganda and with micro-finance practitioners in Latin America and elsewhere. Under a global process called WEMAN GALS has been implemented with other development agencies, particularly Oxfam Novib and IFAD as well as Hivos, to reach over 60,000 women and men worldwide.

Under the Hivos GALS@Scale programme the methodology will be adapted to the needs of private sector companies, large cooperatives and governments. This will start with coffee trading partners Ecom and Armajaro in East Africa (Tutunze and CMS in Tanzania, SMS in Kenya and Kawacom in Uganda).

Using GALS as a long-term business investment strategy to increase the skills and resources of women and men with whom they work, they will be able to generate increased profits and outreach. This means that they can also be the motors for widespread change in gender relations as a win-win strategy to make a significant contribution to national development and global economy.

For further information on GALS@Scale see www.wemanresources.info.

