D3: GENDER @ WORK STRATEGIES

AIM

By the end of the session, participants will have:

▶ An understanding of the different domains of organizational change.

▶ Identified actions to challenge patriarchal masculinities within each domain of change.

Time: 60 mins

Materials:
▶ Flipchart paper and pens

▶ Handout D3.1: Domains of Change

▶ Handout D3.2: Strategies for Change

STEP-BY-STEP

1. Explain the aims of the session. Explain that this session will look more closely at what is involved in trying to achieve change within the party/organization, in order to better promote women's political participation and progress. Refer back to earlier discussions in the workshop about the problems of patriarchal masculinities as they show up in the everyday practice of the party/organization. Explain that this session will help participants identify the range of strategies that may be required to address these problems of patriarchal masculinities.

2. Using Handouts D3.1 and D3.2, and the information in Notes for the Facilitator, present the Domains of Change model for thinking about this range of strategies.

3. Break participants into four groups, each group taking one of the Domains of Change. Ask each group to:

    ▶ Identify a specific problem of patriarchal masculinities operating in their domain.

    ▶ Discuss what is already being done to address this problem, and what can be learned from this work in terms of successes to build on and ways to improve it.

    ▶ Identify a set of strategies that could be implemented in the party/organization to challenge and change this aspect of patriarchal masculinities in their domain.

    ▶ Identify the support they would need from NDI, and elsewhere, in order to push for and help implement these strategies.

4. Allow 40 minutes for this group-work. Use the information in Annex 3, which contains some information on possible strategies for change in each of the domains, to support each of the groups in their discussions of possible strategies.

5. When the groups have completed their tasks, bring them back together, and ask each small group to take it in turns to report back on the strategies they have identified and discussed. Once again, refer to the information in Annex 3 in de-briefing each report-back.

6. End the session by summarizing what has been learned about the different Domains of Change, and what these suggest about the range of Strategies for Change that may be required to challenge and change patriarchal masculinities within the party/organization.

D3: NOTES FOR THE FACILITATOR

Remind participants of earlier discussions about understanding patriarchal masculinities in terms of patriarchal power-over gender relations. Explain that the Domains of Change model (Handout D3.1) emphasizes that such power-over gender relations operate in two dimensions: from the individual to the institutional level and from the formal to the informal. Understanding the operations of power in these two dimensions highlights four domains in which power-over gender relations operate:

► **Formal/Institutional:** Patriarchal power-over operates through laws, policies, budgets.

► **Formal/Individual:** Patriarchal power-over operates through denying or restricting access to rights and resources.

► **Informal/Individual:** Patriarchal power-over operates through people's discriminatory attitudes, beliefs and practices.

► **Informal/Institutional:** Patriarchal power-over operates through cultural traditions, social pressures and discriminatory norms.

In turn, these four domains highlight the range of strategies (Handout D3.2) that may be required to challenge and change the patriarchal power-over gender relations of patriarchal masculinities:

► **Formal/Institutional change strategies:** Legal and policy change, and monitoring and advocacy to ensure legal/policy change implementation.

► **Formal/Individual change strategies:** Providing and improving services to improve access to rights and resources.

► **Informal/Individual change strategies:** Personal transformation strategies to change attitudes, beliefs and practices.

► **Informal/Institutional change strategies:** Social norms change strategies to challenge and change cultural traditions, social pressures and discriminatory norms.