

GUIDE TO GENDER TRANSFORMATIVE APPROACHES IN WOMEN'S RIGHTS PROGRAMME (WRP) III



A **practical guide** for advancing women's rights through gender-based violence prevention & response, economic empowerment and climate justice

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The purpose of the guide is to support ActionAid staff and partners to implement a gender transformative approach throughout the Women's Rights Programme Phase III (WRPIII).

COVER PHOTOS

Left: Eddah Nyambu from Kishushe, Kenya, presents a seasonal calendar to plan best farming times to be resilient to climate change. Photo by ActionAid Kenya.

Middle: Maulakalika Women's Group practicing the Chapatti diagram for power analysis in Chitwan, Nepal. Photo by ActionAid Nepal.

Right: Mekides Hailemekeal, from the Menja community in Ermo Kebele, presents at the National Inception Meeting of WRP III in Addis Ababa, Ethiopia. Photo by ActionAid Ethiopia.

We gratefully acknowledge funding from Irish Aid for the Women's Rights Programme and for the production of this resource. The recommendations contained herein are entirely the responsibility of ActionAid and do not necessarily represent or reflect the policy of the Government of Ireland.



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PART 1

WHAT IS THE WOMEN'S RIGHTS PROGRAMME?

ActionAid Ireland's Women's Rights Programme aims to realise **gender justice at all levels of society and ensure women live in safety with economic security and resilience**, working nationally and in six districts in Ethiopia, Kenya and Nepal. There are three thematic strands: reducing gender-based violence, enhancing women's economic empowerment and improving women's climate resilience.

Our theory of change is that if we:

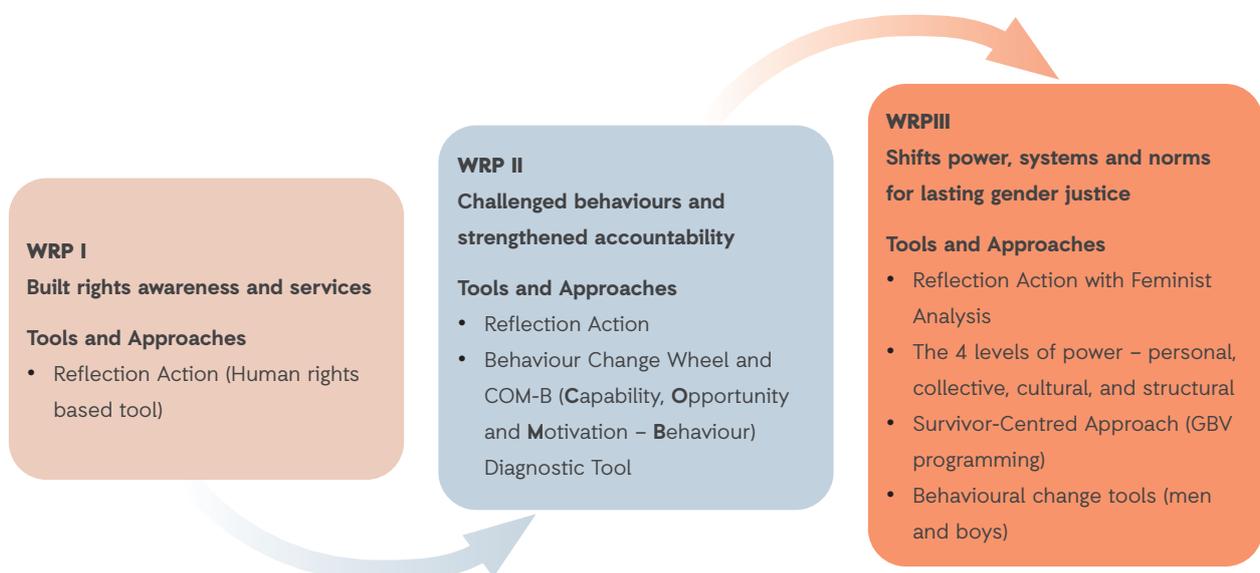
- Reduce risks of gender-based violence,
- Increase women's access and control over finances, and
- Reduce vulnerability to climate related shocks.

Then:

- Women will enjoy greater space and opportunity to participate in and influence decisions that affect their lives,
There will be greater shifts in power relations, more equal decision-making and leadership,
- Women will benefit from greater economic security, personal safety and resilience.

The Women's Rights Programme is in its third phase. Phase III builds on previous phases and learning but aims to have stronger feminist analysis, a greater emphasis on survivor-centred approaches and a stronger focus on accountability of duty bearers. In WRPIII, behavioural change tools are used primarily to address cultural change with men and boys. Figure 1 shows how the Women's Rights Programme has evolved through the three phases, including the tools and approaches to be used. These are explained further later in this guide.

FIGURE 1: THE EVOLUTION OF THE WOMEN'S RIGHTS PROGRAMME



PART 2

WHAT IS A GENDER TRANSFORMATIVE APPROACH?

A gender transformative approach is a rights-based, feminist way of working that aims to create lasting change by tackling the root causes of gender inequality. It is transformative by working on all levels of power that affect women’s rights, from the personal, to the collective, cultural and structural. In this way, it supports women’s agency (at the personal and collective level) while also challenging harmful gender norms (cultural) and seeking accountability from state and authorities for better power structures and systems (structural).

Gender transformation is essentially about shifting power and seeking accountability in a way that is feminist.

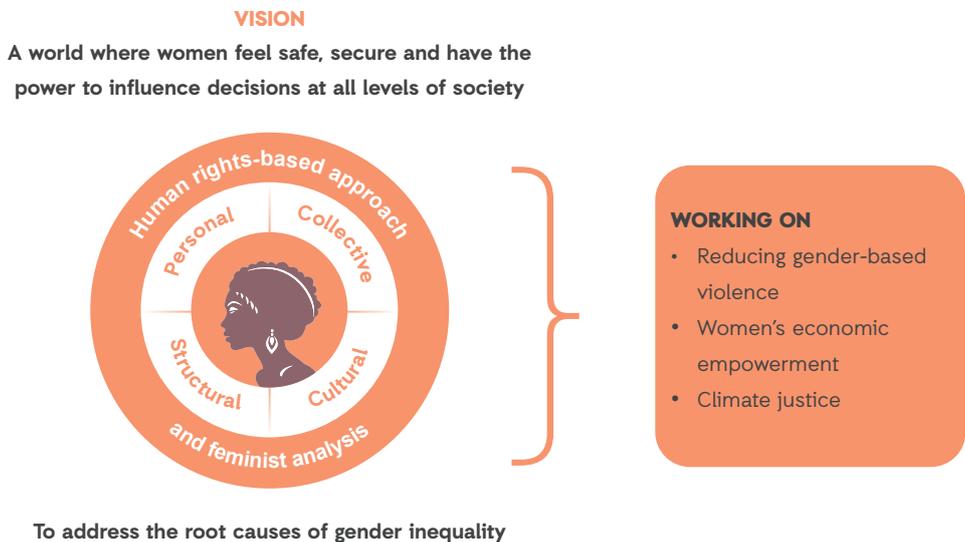
We understand this in the Women’s Rights Programme as:

- Putting women and girls’ rights and agency at the heart of the programme.
- Using a **human-rights based approach** to deliver change.

Working at **four levels of change and power dynamics** to:

- ✓ Support women’s agency and empowerment (Personal)
- ✓ Strengthen women’s leadership and collective action (Collective)
- ✓ Work with men and boys to change harmful norms and behaviours (Cultural)
- ✓ Transform policies and systems in support of women’s rights and inclusion (Structural)
- Ensuring that **the analysis** addresses power, patriarchy and accountability.
- Using a **survivor-centred approach** to protect the rights and dignity of survivors.

FIGURE 2: OUR GENDER TRANSFORMATIVE APPROACH FRAMEWORK



PART 3

HOW DO WE APPLY A GENDER TRANSFORMATIVE APPROACH ACROSS OUR WOMEN'S RIGHTS PROGRAMME?

In this section, we outline how a gender transformative approach should be applied across the Women's Rights Programme – first as a foundation across all thematic areas, and then in each thematic area.

3.1 THE FOUNDATIONS OF A GENDER TRANSFORMATIVE APPROACH

ActionAid's established **Human Rights-Based Approach (HRBA)** is the foundation of Gender Transformation and is strengthened in Women's Rights Programme III by consciously applying a feminist analysis to existing tools.

Applying a feminist analysis means understanding how power and inequality in society impact women, girls and marginalised groups. It helps to identify the root causes, not just symptoms of gender inequality at all levels of change.



HRBA is applied using ActionAid's **Reflection-Action tools**. Reflection-Action is a participatory process that enables people to analyse their rights, power dynamics, vulnerabilities and relationships with various actors and institutions.

Feminist Analysis is strengthened using specific Reflection-Action tools such as Chapatti Diagram, Stakeholder Mapping, Power Cube, Power Walk, Body Mapping and Social Mapping to analyse power dynamics and relationships.



The **Feminist Analysis Checklist** (Annex 1) is helpful to consider whether actions redistribute power, not just add women in. The **Feminist Facilitation Checklist** (Annex 2) ensures meetings and trainings create inclusive, safe, and empowering spaces. It connects to a gender transformative approach by shifting traditional power dynamics and centring women's voices.

The way in which communities will implement these approaches will depend on where they are in their partnership with ActionAid. Some new communities have joined the Women's Rights Programme in the third phase (WRPIII), while others have continued from WRPI and WRPII.

In **new communities**, we prioritise the foundations of gender transformation and build on those foundations to phase technical approaches in the thematic areas.

In **existing/old communities**, we focus on embedding feminist and power analysis and influencing structural change while deepening work on survivor-centred approaches.



TIP: Work with different types of women affected by discrimination to recognise that gender inequality often overlaps with other forms of discrimination like caste, class, religion, disability, refugee or migrant status and/or sexual orientation. Ignoring these can leave the most marginalised women excluded or even harmed by programmes. A practical approach is to ask who is missing, adapt services to be inclusive and involve these groups directly in shaping solutions. For example, in Ethiopia, adding ramps and sign language interpretation in health centres ensured survivors with disabilities could finally access support and services.

PART 3

HOW DO WE APPLY A GENDER TRANSFORMATIVE APPROACH ACROSS OUR WOMEN'S RIGHTS PROGRAMME?

3.2 APPLYING THE GENDER TRANSFORMATIVE APPROACH IN THEMATIC AREAS

As outlined in part 1, there are three thematic strands to the Women's Rights Programme: gender-based violence, women's economic empowerment and climate justice. This is delivered in partnerships with grassroots women's organisations and local and national partners.

Each theme alone is not enough but together they collectively support our vision of achieving safety, economic security and resilience for women.

In work on **gender-based violence**, we work with partners to improve women's safety, agency and access to services. We connect women to groups and networks that support survivors and women, to help them collectively advocate for change in their communities and with policy makers. We also seek to influence and engage men, addressing patriarchy and harmful practices.

In **women's economic empowerment** work, women and survivors are trained and supported in on-farm and off-farm livelihood initiatives that are feminist and climate-resilient. We support women to build financial literacy to access and manage funds. We also strengthen collective advocacy for women's groups, and we engage with men and boys to promote shared responsibility.

On **climate justice**, we work to ensure that women's own experiences and priorities shape community and policy responses, by strengthening women's leadership and participation in climate action. Women farmers are trained and supported to apply agroecology and climate-resilient agricultural practices that promote sustainable livelihoods.

To be gender transformative, each thematic programme needs to work on the four levels of change and power dynamics together. Using a foundation of human rights-based tools with a strong feminist analysis (as listed in 3.1 above), partners design strategies and interventions to deliver on technical areas in a way that is gender transformative and meets good technical standards.

Partners can use Figure 3 to guide their strategies, sequencing interventions in a manner that responds to their context, capacity and the needs of their communities, recognising that everything cannot be achieved at once. It outlines what we aim to achieve through the foundations of gender transformation and how that is applied in the thematic areas.

PART 3

HOW DO WE APPLY A GENDER TRANSFORMATIVE APPROACH ACROSS OUR WOMEN'S RIGHTS PROGRAMME?

FIGURE 3: UNDERSTANDING THE FOUR LEVELS OF CHANGE

LEVELS	What we aim to achieve with a Gender Transformative Approach	Gender-Based Violence	Economic Empowerment	Climate Justice
Personal Power within	To shift power back to women and support a growth in confidence and knowledge to claim their rights and access quality services.	Support survivors with safe spaces, psychosocial care and survivor-centred services that respect dignity, choice and confidentiality.	Equip women with financial literacy, skills and access to resources to build independent livelihoods.	Build women's skills and knowledge in climate-resilient farming, renewable energy and sustainable practices.
Collective Power with & to	To support women in organising and taking leadership roles to advocate for their rights on policy and political agendas.	Strengthen women's groups and survivor networks to build solidarity, raise awareness and advocate for change.	Support women's saving groups (e.g. Voluntary Savings and Loans Associations (VSLAs), Savings and Credit Co-operatives (SACCOs)) to strengthen bargaining power and resilience.	Organise women into climate action committees and networks that lead adaptation and mitigation strategies.
Cultural Power with & to	To change norms, attitudes and behaviours in support of women's rights.	Challenge harmful norms by engaging men, boys and community leaders to address stigma and promote equality.	Challenge economic norms that devalue women's work and limit their ownership or decision-making in households and communities.	Challenge norms that exclude women from environmental decision-making and highlight women's role as leaders in resilience.
Structural Power to	To enhance women's inclusion in policy-making and ensure their needs are prioritised in policy implementation.	Support women to advocate for survivor-friendly laws, policies and referral systems; hold governments and institutions accountable for gender-based violence responses.	Support women to advocate for equal access to land, funding and government programmes; influence and advocate for policies that redistribute resources and opportunities to women.	Support women to advocate for and influence gender-responsive climate policies, response mechanisms and integration of women's priorities into local and national climate plans.

PART 3

HOW DO WE APPLY A GENDER TRANSFORMATIVE APPROACH ACROSS OUR WOMEN’S RIGHTS PROGRAMME?

In Part 4 below, we give an overview of all standards, tools and approaches to be used in each thematic area. However, the survivor-centred approach merits particular attention, since it is a key focus in the third phase of our Women’s Rights Programme. We have therefore included Figure 4 below to explain the survivor-centred approach, and how it is gender transformative at the four levels of power.

FIGURE 4: A SURVIVOR-CENTRED APPROACH

The WRP III programme makes a firm commitment to a Survivor-Centred Approach to ensure that survivors are treated with dignity, confidentiality, respect and care. It puts the survivor’s rights, needs, choices and safety at the centre of all responses and focuses on ensuring the survivor’s well-being and independence in all decisions and interventions.

How is this gender transformative at the four levels of power?

It respects and reinforces survivor agency at the personal level; it ensures that referral services, policies and institutions are survivor-friendly at the collective level; it challenges harmful norms and practices at the cultural level; and it promotes policy and systems change that protects and supports survivors at the structural level.



The Survivor-Centred Approach Checklist (Annex 3) outlines what to consider (and what not to do) in planning, design and implementation.

Members of Sauti Ya Wanawake at the Gender Conference held in Voi, Taita Taveta, Kenya. Photo by AA Kenya.



PART 4

A SUMMARY OF GENDER TRANSFORMATIVE STANDARDS AND TOOLS IN WOMEN'S RIGHTS PROGRAMME III

The following table gives an overview of the gender transformative standards and tools used in the Women's Rights Programme. Hyperlinks are provided for core tools, and four key checklists (for feminist analysis, feminist facilitation, a survivor-centred approach and self and collective care) are also included in an annex to the document.

AREA	CORE STANDARDS	PROGRAMME TOOLS
Foundations of a gender transformative approach – the basics in all programmes	<ul style="list-style-type: none"> ✓ Use of human rights-based approach in context analysis, programme design and implementation, with strong feminist analysis (gender and power) used in programme planning and implementation in each thematic area. 	<p>Tools for using a human rights-based approach with communities</p> <p>Reflection–Action Tools - Social Mapping, Problem Tree, Power Walk, Chapatti/Venn Diagram and Stakeholder Mapping</p> <p>Tools for partners to ensure feminist analysis and facilitation</p> <p>Feminist Facilitation Checklist (Annex 1)</p> <p>Feminist Analysis Checklist (Annex 2)</p>
Gender Based Violence	<ul style="list-style-type: none"> ✓ A Survivor-Centred Approach understood & practiced by staff & partners. ✓ Do No Harm guidance. ✓ Effective case management mechanisms operational. ✓ A functioning referral system documented. ✓ Behavioural Change Wheel or approved method used for behaviour change with men. ✓ Advocacy training for women and girls. 	<p>Survivor-Centred Checklist (Annex 3)</p> <p>Self and Collective Care Checklist (Annex 4)</p> <p>Referral Mapping Tool/Template</p> <p>Behaviour Change Step by Step Summary Guide</p>
Economic Empowerment	<ul style="list-style-type: none"> ✓ Women and survivors trained/supported in on-farm and off-farm livelihood initiatives that are feminist and climate resilient. ✓ Women have financial literacy to access and manage funds through mechanisms like revolving funds, VSLAs and SACCOs. ✓ Women's groups trained in collective advocacy to lobby government on financial and other entitlements/policies. 	<p>Women's Economic Empowerment Standards Checklist (context specific)¹</p> <p>Business Plan Template</p> <p>Guidance on revolving funds and VSLA operation (context specific)</p>
Climate Justice	<ul style="list-style-type: none"> ✓ Women farmers trained and applying agroecology/ climate-resilient agricultural practices. ✓ Women's groups supported to influence government climate policy, programmes and financing from a gender perspective through advocacy and partnerships. 	<p>Agroecology/climate resilient agriculture training and tools (context specific)²</p> <p>Hazard Mapping Tool (context specific)</p> <p>Seasonal Calendar</p>

¹ This is not a comprehensive list of tools, as many of the tools in Women's Economic Empowerment are specific to the country and context that they are in.

² As above, many of the tools used in Climate Justice are country and context specific, and some may be provided in collaboration with third parties. For example, in Kenya partners work with Participatory Ecological Land Use Management (PELUM) association for training and best practice.

PART 5

MONITORING, LEARNING AND ADAPTATION

The **Women's Rights Programme III** monitoring approach is deeply rooted in **feminist and participatory values**, centering the voices, lived realities, and priorities of women, adolescent girls, and marginalised communities. It intentionally moves away from extractive, top-down data practices and instead promotes **inclusive, ethical and power-aware learning systems**.

Monitoring focuses on tracking both tangible results and deeper shifts in power relations, norms and behaviours. We combine quantitative indicators with participatory tools such as outcome harvesting, feminist analysis sessions and case studies to generate evidence that is owned and interpreted by women's rights organisations, partners, women and girls. A number of common indicators have been developed across WRPIII countries to simplify monitoring and capture impact and learning in support of the gender transformative approach.

Learning is embedded throughout the programme cycle. Regular reflection sessions, learning papers and feminist analyses enable partners and stakeholders to identify what works, challenge assumptions and share promising practices across contexts.

Insights from monitoring and learning directly inform programme **adaptation**. Through annual reviews of the Theory of Change and continuous dialogue with partners, we adjust strategies to respond to emerging needs and contexts. This dynamic process ensures the programme remains responsive, evidence-driven and grounded in women's lived realities.

Monitoring, learning and adaptation under WRPIII is not just a compliance mechanism, it is used as a tool to:

- **Support adaptive programming** that responds to the context and lived realities of programme participants.
- **Strengthen accountability** not only to donors, but more importantly, to women, girls and local partners.
- **Document contribution to gender transformative change**, looking beyond outputs to the shifts at personal, collective, cultural and structural levels.



TIP: In monitoring, learning and adaptation, focus on whether the programme is shifting unequal power relations and challenging harmful gender norms, not just delivering activities. Collect both quantitative and qualitative evidence and use regular reflection to adapt strategies so the programme stays gender transformative.

ANNEX KEY CHECKLISTS



While we have included links to all tools in Part Four above, for ease of reference we have included four key checklists in the annex. The feminist analysis and feminist facilitation checklists should be used across all programmes, while the survivor-centred approach will be used primarily by those working with survivors or those at risk of gender-based violence. The checklists are primarily used by staff to support interventions with partners.

ANNEX 1: FEMINIST ANALYSIS CHECKLIST

WHY: Ensures plans and interventions are grounded in intersectional feminist thinking.

HOW: Connects to GTA by checking whether actions redistribute power, not just add women in.

RESULTS: Programmes that tackle root causes instead of reinforcing harmful systems.

WHEN TO USE: Programme staff and partners use during programme design, implementation and review.

IN DESIGNING, PLANNING AND IMPLEMENTATION:	COMMENTS
<p>1. Ensure that baseline reports reflect the specific context and power dynamics (gender pay gap, sexual harassment, unequal division of care work or unequal decision making, lack of women politicians), disaggregated by characteristics such as age, gender, marital status and different intersectional barriers that shape access to different spaces – who is included and who is excluded.</p>	
<p>2. Identify gender inequalities (how women are disadvantaged i.e. in areas of education, career, politics etc.) across different groups and conduct community mapping to assess available services, gender-friendly infrastructure and other resources that support women and marginalised groups.</p>	
<p>3. Conduct stakeholder analysis: who are the power holders? Who is being represented? What are the gaps/who is not represented? What are the actors' interests, positions, needs? What are their relationships with others? – by using Reflection action tool – Gender Power Analysis (power mapping – Chapatti diagram, power cube, power walk etc).</p>	
<p>4. Engage women, girls and the community in design and implementation through consultations that go beyond inclusion, actively addressing power dynamics and dismantling intersectional barriers to ensure their full participation in decision making, rather than reinforcing the very systems we aim to challenge.</p>	
<p>5. Ensure gender-responsive budgeting by conducting a holistic audit of the programme plan and budget to allocate sufficient timing, resources, training, and policies that uphold Do No Harm and ensure safe programming (including resources for risk monitoring and mitigation).</p>	
<p>6. Provide different methods for collecting regular feedback from women and girls in the community (monitoring, evaluation, accountability and learning MEAL, complaints mechanisms, informal feedback, etc.) – and commit to actioning feedback in a timely manner. Set up 'women vigilance committees' and 'women complaint desks'.</p>	
<p>7. Identify key government sectors and actors who will be held to account for advocacy & policy influencing initiatives.</p>	
<p>8. Include media engagements in the programme from micro (local language) to national level.</p>	
<p>9. Include solidarity efforts with partners (i.e., campaigns, joint letters, political advocacy, protests etc.).</p>	

ANNEX KEY CHECKLISTS



ANNEX 2: FEMINIST FACILITATION CHECKLIST

WHY: Ensures meetings and trainings create inclusive, safe and empowering spaces.

HOW: Connects to GTA by shifting traditional power dynamics and centring women's voices.

RESULTS: Participants gain confidence, speak freely and co-create solutions.

WHEN TO USE: During any workshop, community dialogue, or Reflection-Action session – this is mainly done by women's group members who facilitate sessions and meetings in the communities and also the social mobilisers of partner organisations.

THINGS TO CONSIDER FOR FEMINIST FACILITATION	COMMENTS
<p>1. Ensure integration of Do No Harm approach in facilitation. For example, protect survivors identity and confidentiality, ensure a safe and private space for discussion, before the discussion begins understand the cultural stereotypes and do not reinforce them and challenge them where possible.</p>	
<p>2. Establish group norms that foster guidance, accountability, and support within the group.</p>	
<p>3. Effectively connect issues with people's lived experiences; start by grounding the conversation in a simple, relatable idea. For example – asking questions like, “when did you first experience or observe injustice?” Then, acknowledge the complexities of applying this idea in real life, asking for diverse perspectives.</p>	
<p>4. Inspire hope for change by sharing personal examples from your own life and guide the group toward meaningful action.</p>	
<p>5. Be intentional about including marginalised and unreached groups by actively encouraging quieter participants to share while gently moderating those who are more vocal, fostering a richer and more inclusive dialogue.</p>	
<p>6. Continuously assess how power dynamics operate within a given group, space, or location, and practice respectfully challenging ideas that reinforce unequal power structures and rigid gender roles. For example, ask questions like – “What would it be like if men did more household chores? What would it be like if there were more women in government positions?”</p>	
<p>7. Engage as an active observer and listener by adapting to the feelings and reactions of others in the room, and practice active listening with your mind, body, and heart.</p>	
<p>8. Recognise when you're asking too much too quickly and be guided by the group's pace. Encourage participants to step out of their comfort zones without overwhelming them and support them in finding their courage to speak up and share their feelings.</p>	
<p>9. Trust your instincts; remain curious and ask questions, considering whether we can delve deeper into this topic.</p>	
<p>10. Be mindful of your power as a facilitator, using it positively to minimise imbalances between yourself and participants. Encourage self-reflection on how you're using your power and whether you're allowing enough space for others to share. Practice non-judgment and regularly check your assumptions.</p>	



ANNEX KEY CHECKLISTS

ANNEX 3: SURVIVOR-CENTRED APPROACH CHECKLIST

WHY: Ensures survivors are treated with dignity, choice, confidentiality and respect.

HOW: Places survivor agency at the centre of gender-based violence prevention and response.

RESULTS: Survivors access services safely and feel supported rather than stigmatised.

WHEN TO USE: Programme staff and partners should use at every stage of gender-based violence prevention and response, referral, and case management.

IN PLANNING, DESIGNING AND IMPLEMENTATION	COMMENTS
1. Conduct thorough context analysis on social, cultural, political, economic and legal dynamics that impact survivors of violence at the very beginning.	
2. Analyse what are the risks and how can they be mitigated against? What resources or expertise are needed to mitigate the risks? (Ensure regular update of risk analysis based on emerging challenges during programming).	
3. Develop a comprehensive and accessible list of all services for survivors, ensuring it includes support for people with disabilities and those who speak different languages. Verify availability, quality and inclusivity of these services – update the list to ensure it remains accurate and accessible to all.	
4. If services are unavailable in the area, the 'Step by step pocket guide to supporting survivors when GBV services are unavailable' may be useful. https://gbvguidelines.org/en/pocketguide/	
5. Ensure budget is available or allocated for urgent actions and 'security apparatus' (e.g. mobile phones).	
6. Identify influential allies for solidarity (i.e., Mayors, politicians, academics, activists, movements/groups, senior government officials).	
7. Ensure training and regular practice on trauma-informed response and receiving disclosures.	
8. Identify support that is needed for staff, activists, volunteer and community groups regarding support they provide and potential impacts of vicarious trauma.	
9. Ensure guidelines and their compliance on use of photos, communication materials and language.	
10. Ensure trainings and questions are survivor-centred and trauma-informed in monitoring, evaluation and learning work.	

'DO NOT' WHEN HANDLING DISCLOSURES:

DO NOT compare to your own story/experience.	
DO NOT ask leading questions or questions that could imply victim blaming! (e.g. 'did he hit you?' or 'why were you out so late?').	
DO NOT put responsibility on the survivor (e.g., did you try and escape? Did you try to resolve the conflict? Why didn't you report the incident earlier?)	
DO NOT say that you haven't experienced violence/been cut (might 'other' them or make them feel bad).	
DO NOT give false assurance/promises that you have limited control over.	
DO NOT share the information with more people than needed.	



ANNEX KEY CHECKLISTS

ANNEX 4: SELF AND COLLECTIVE CARE CHECKLIST

WHY: Take care of self and each other, so women can stay strong and continue their work for change without burning out.

HOW: Making small, regular efforts to bring care, balance and kindness into the women's group's daily life.

RESULTS: A safe, balanced and supportive work culture and space where everyone feels valued and cared for.

WHEN TO USE: Use regularly – during meetings, planning, reflection sessions or whenever stress, tension or heavy workload appears in the women groups or in the community. For use by staff and the partners engaged in programming.

VALUES AND CULTURE	COMMENTS
1. Begin meetings with a short check-in, let everyone share how they are feeling before starting the agenda.	
2. Respect everyone's time. Avoid having meetings or community visits in the early morning, late at the evening or night or on rest days.	
3. Remember that every woman has different responsibilities, some have family care, some don't. Let's not expect some to do more because they are free.	
4. Share tasks fairly so that no one feels overloaded in the group.	
5. Make time for fun and relaxation with songs, laughter, storytelling, small celebrations during meetings and gatherings in the community.	
6. Create a safe and trusting space, agree that what is shared in the group stays in the group.	
CARE PRACTICES AND SUPPORT	COMMENTS
1. Create a small "Care Circle", of a few trusted women who can listen and support others when someone is feeling low and stressed.	
2. If anyone is struggling (emotionally, physically, financially) see how the group can support her – even small acts of care matter.	
3. Learn together about self-care – breathing, meditation, yoga, sharing circles.	
4. Remind each other - asking for help is a strength – not a weakness.	
5. Set up a safe area near meeting or training locations where children can play or rest. If possible, allocate some budget for childcare costs such as toys, snacks or transport to help women participate fully.	
COLLECTIVE CARE ACTIVITIES	COMMENTS
1. Organise short relaxation fun activities like art, yoga, dance, walking and retreats for women's groups and the community.	
2. Celebrate small wins – say thank you and recognise each other's efforts in the meetings.	
3. Hold community sharing circles with women to talk about stress, healing and how we can support each other.	
4. Include care time during group events/meetings/activities, for example, short breaks, refreshment or space to rest.	

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We gratefully acknowledge funding from Irish Aid for the Women's Rights Programme and for the production of this resource. The recommendations contained herein are entirely the responsibility of ActionAid and do not necessarily represent or reflect the policy of the Government of Ireland.



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