



CHANGE

Methodological Approach and Training Manual

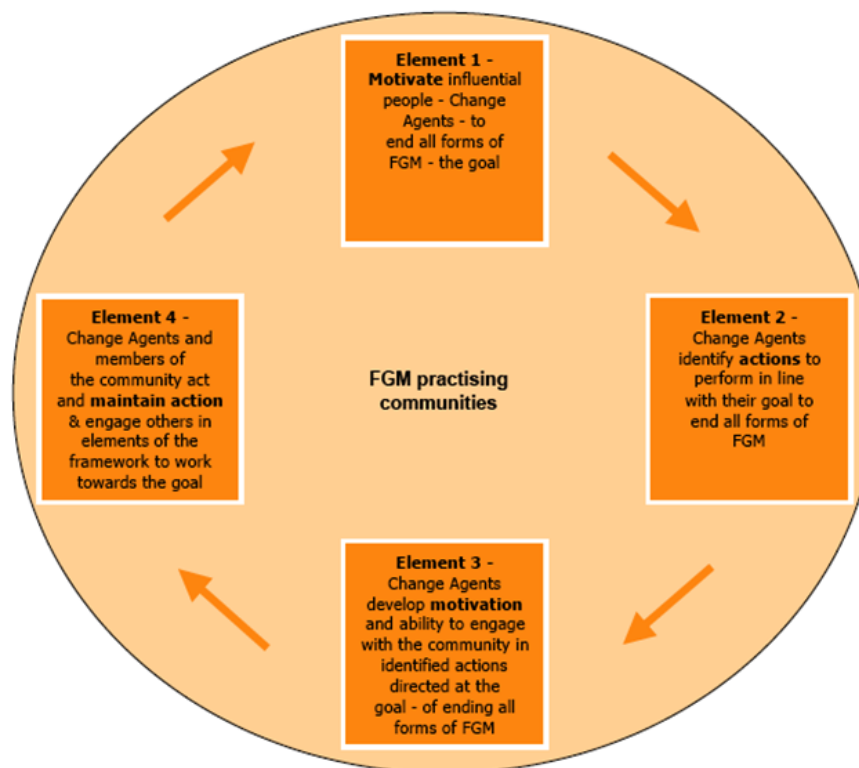
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Approaches

CHANGE is based on the Behaviour Change Approach (REPLACE I)



The REPLACE Framework: Ending FGM through a Behaviour Change Approach



Approaches

The CHANGE methodology builds on the following approaches:

- Participatory action based research
- Approximity approach
- Diversity Approach
- Intergenerational dialogues and dialogues between men and women
- Multi-sectoral approach



Manuals/ Website

- Website www.change-agent.eu
- CHANGE Brochure 'Responding to Female Genital Mutilation: A Guide for Key Professionals'
- The Europe - wide training manual "Implementing CHANGE" for facilitators as a good practice guideline



Training Manual

The training manual is divided into 3 parts:

- Part 1: introduction to CHANGE, overview of concepts, the methodological approach, portraits of key persons, Theory of CHANGE
- Part 2: the training curriculum consisting of 13 modules
- Part 3: Resources and information



Theory of CHANGE

Theory of CHANGE encompasses two levels:

- Individual level: the **KAP matrix** describes the skills that CHANGE Agents need in order to promote CHANGE

=> Linked to the Modules in the **Training Manual**

- Community level: identifies **behaviour change strategies**



Theory of CHANGE

Knowledge, Attitudes and Practices are identified with regard to:

- Learning Legal and Medical Aspects
- Understanding Social Norms
- Knowing the Community
- Being a CHANGE Agent

The matrix looks at individual, family/ community and institutional levels



Theory of CHANGE

	Knowledge	Attitudes and values	Practices/skills
Individual	Understands the importance and benefits of tradition and culture but realizes that harmful traditional practices exist that contradict girls' and women's rights with negative consequences for them.	Strongly believes in the empowerment and the rights of girls and women. Rejects all gender based violence.	Questions individual suppressive behaviour and steps up against gender-based violence.
Community/ Family	Can identify how traditional and discriminatory power relations and decision making processes influence the empowerment of girls and women in a family or community.	Believes that gender inequality in social relations is the major cause for gender based violence and discrimination.	Supports women to seek peer support (e.g. in women's groups) to promote their rights.
Institutional	Has identified important cultural and religious institutions interested in developing strategies to protect girls and women from FGM.		Engages religious schools and universities and other cultural institutions to promote the abandonment of FGM in their curriculum and teachings.



Theory of CHANGE

2) Behaviour Change Strategies

- Gender justice: create an enabling environment for girls/ women's rights and their empowerment
- Holistic and complementary process: promote change at individual, family/ community and institutional level



Theory of CHANGE

- **Individual Level:** Building the voice and agency of girls and women => e.g. “Kitchen Talks” on FGM and religion
- **Community Level:** Building a community of support for girls’ and women’s rights => engage religious leaders against FGM
- **Institutional Level:** Building institutional support for girls at risk and affected women => round table on FGM

Thank you!



Change Agents in Hamburg