

# Tool 17

## Ideal Organization

### Objective :

To plan based on a vision of the ideal organization which helps to reduce the gender inequities identified between the organizations to be strengthened.

After the restitution and validation of the organizational gender profile prepared, this tool helps each organization concerned to use the consolidated strengths and opportunities of all the organizations to project the ideal equity situation. On the basis of this ideal equity situation, each organization identifies its intervention priorities, and aligns them with the opportunities and constraints to determine its priority strategic areas. This tool makes it possible to plan on the basis of a more positive vision than the classical problem-resolution approach.

- Guided discussions in sub-groups and in plenary encourage the participants to give free rein to their dreams.
- During the discussion in plenary, the facilitator may ask the following questions: What would be a real advantage for you? Why do you feel this will not be to your advantage? Out of each type considered undesirable, what do you consider to be the ideal relationship that you would want to see between the organizations? What have you gained from it? What can be done to improve the current situation? What is your priority strategic area 1 in view of the constraints and opportunities revealed by the gender profile showing inequities between men and women in the community, its vulnerability context and its PIPs?

### Presentation of data :

Imaginary example of the use of data of the 'gender profile' data in the analysis of inequalities between male and female associations in the preparation of a gender action plan (see overleaf).

### Duration :

2 hours 30 minutes;  
two days to  
synthesize the ideal  
profiles identified  
by all the  
organizations

### Materials: :

Kraft paper and  
felt pens

Gender profiles of the ideal men's organizations as compared to women's organizations In an ideal situation, all the community organizations would have :	Their strengths and the relative distributions between men and women's associations	The weaknesses and the relative distribution between men and women's associations	The opportunities	The constraints
<p><b>Where their relative distribution of natural capital assets are concerned,</b> They would have access to the natural resources they need to carry out their activities and would also be able to participate in decision-making on the resources to ensure for example, their sustainable management (assurance about ownership of land and working space at the small-scale fisheries port)</p>				
<p><b>Where their relative distribution of the social capital assets are concerned</b> The women participate in the same way in associative life and their associations are dynamic; they also participate in the umbrella organization. All the associations have regularized their status and have formalized and apply their internal regulations, they contribute regularly and keep reports regularly (the report books of the meetings are up to date).</p>				
<p><b>Where their relative distribution of their human capital assets are concerned,</b> The members of the association would be literate and would have technical and organizational capacities, which would guarantee fruitful and dynamic exchanges between the associations, and they will also strengthen each other. Several initiatives are possible thanks to the fact that management decisions are now taken in a more participatory manner, which makes it possible for women and men to express themselves, obtain more information, organize themselves and cooperate with others</p>				
<p><b>Where the relative distribution of their physical capital assets are concerned,</b> There would be a more equitable distribution of the materials members of the different associations need</p>				
<p><b>Where their relative distribution of their financial capital assets are concerned,</b> The members would mobilize new personal and external resources that would be sufficient for them to carry out their activities. They would have the capacity to raise the funds they need to execute their projects and to use them in a relevant, efficient and sustainable manner. The internal control system and the linkages with Savings and Loans structures will make it possible for both men and women to enjoy equitable and pro-poor services.</p>				
<p><b>Where their respective and relative strategies are concerned,</b> The men and women's associations would seize the comparative opportunities provided to develop efficient and sustainable strategies whether they are fisheries-related or not.</p>				
<p><b>Where their respective and relative results are concerned,</b> Men and women's associations would also contribute towards the improvement of social welfare, food security and their members would participate actively in participatory and sustainable management initiatives for the irrigation units and for the community infrastructures of their village.</p>				