

Gender Action Learning System (GALS): methodology, originated in work by dr Linda Mayoux, includes a set of four gender-specific diagram tools: Road Journey, Challenge Action Tree, Diamond and Maps. During a participatory training course, participants use the simple graphics and symbols to clearly understand their situation and to develop their own visions for change in gender relations and improved livelihoods, to plan how they can move towards these goals, and gain more control over their lives.

One of the main outputs of the project **Gender Mainstreaming in ECA region**, implemented by **MFC** in cooperation with **AMFA**, is the adaptation of this innovative methodology to the local context of the Caucasus region and made available through to self-study Booklet.

Success Stories of AZERCREDIT Clients Using the GALS life planning tools

1. Change your life...

Most people before solving any of their problems first make a solution plan, and then start to put their plan into action.

But how many people write down their plan? If the plan isn't written down then some very tiny details which are actually quite important can be missed out. If so, the plan won't be achieved or we won't be able to achieve the expected results.



After using GALS tools for the first time I would say that my life was revolutionised. GALS tools helped me to achieve my imaginable dreams.

As well as participating in lots of training courses, I also led lots of training courses within my job. Although I had gained lots of new knowledge and skills in every training course, I was not promoted in my job in Faberlic – a cosmetic firm; I remained at the same consultant level.

In 2010 I learned about the GALS tools for the first time. This training course was totally different from any other training courses. After this training course, I quickly applied the GALS tools in my job and in a very short time I opened my personal Office. Within 6 months I was promoted from just a consultant to a Director, and then after 2 months to the general manager position.

Then, I found myself at a previously unimaginable career level. Thanks to GALS tools I was introduced as a business woman to a wide range of people. I received invitations to high-level events at home and abroad. I made new friends, met more business people; this was all really great for me. While delivering training courses in any regions and in any field, I use GALS tools with great pleasure, to hold the attention of the audience. Thanks to this everybody is on my side and afterwards when I hear that the people I trained have also achieved successes using GALS tools, I can't tell you how happy I am.

God gives different chances to people; someone takes an opportunity, use this chance and achieves success, but someone else can just close their eyes and constantly complain about life. My advice:

Do not close your eyes, plan your life using GALS tools and achieve the most that you can.

2. See your goal on the Road Map ...and just reach it!

Nasibova Malahat Manaf, one of the families with special care needs at the Centre of Child and Family Support, has also benefited from these tools.

After this training course, using the GALS tools Ms. Malahat appealed to local Executive bodies, then she went all the way and her child was able to have all medical tests free of charge with the governmental support in Baku, as well as getting a free hearing aid device.



3. Challenging Gender Diamond

Hafiz Bakhshaliyev, 41 years old: “I live in Mingechevir. On the first day of the training course on GALS tools everything seemed funny to me and not at all serious. But while working on one of the exercises – Gender Diamond, I came to a conclusion that the main challenge and negative point in my life was alcohol. After the training course I wanted to change certain things in my life. Then, during the GALS workshop, I saw a video from Africa, and I saw how alcohol ruins family life there as well. After that my objective was to stop drinking. The first step in making a change started with the statement: I will no longer drink.



Several months have passed and I haven't drunk any alcohol. Now I can allocate more time to my family and feel better in terms of my own health. I lost some weight which gives me lightness and energy. I gained respect from the people near where I live. Now everyone recognizes me as a strong willed person.

I was able to develop my business. According to the plan which I developed in the training course, I bought new refrigerators for my small shop and increased the range of goods in the shop. My family supported me. When my family members saw positive changes in me, they started to help me and my business turned into a family business. Now we no longer hire a seller. I do this job myself and when I'm out my wife helps me. Even my 13 year old daughter helps us during her summer holidays and weekends. We run our business altogether.

I started to take more interest in the classes of my daughter. When I saw that she was falling behind in computer classes, I bought her a new computer and enrolled her in extra computer courses. As she has a deep interest in piano, we enrolled her in the local music school. Now after school, she goes to piano classes. This year she successfully completed the 9th class with all excellent marks.

For a month I left my business, as I needed a break. During my break my family ran our business. And now it's their turn to have a rest. Having everything planned always leads to success.

I advice everyone to use GALS tools and make changes in their life and state that **IT IS POSSIBLE!**”