



Animation Sheet

WORKSHOP

for the SOCIAL TRANSFORMATION

Activity sheet – The participation ladder

Objective:

- Familiarise yourself with the *Participation Ladder* tool and start thinking about the levels of individual participation in collective dynamics.

Equipment:

- Equipment to show a video to the group (computer, projector or large screen)
- A printed participation ladder, one copy per participant (page 8)

Duration: Between 45 minutes and 1.5 hours, depending on the number and profile of participants

Getting started:

1/ At the start:

- The facilitator introduces the sequence: using the "participation ladder" tool. The aim is to collectively question the levels of participation of the people who make up the group being supported. This tool can help participants to better understand collective dynamics and move towards greater participation!
- Distribute the printed ladders. Allow time for participants to become familiar with this tool.
- Once everyone in the group has read the document, the teacher suggests the following activity:

A video showing a participative activity that took place in the area where Adenya operates, in Rwanda, will be shown to the participants. Afterwards, each participant will take 5 minutes to think about where they would place this action on the ladder.

Link to the video: <https://atelier.fdh.org/en/take-action/our-experiences/participatory-collective-actions/article/an-adenya-participative-initiative-water-source-rehabilitation?lang=en>

2/ Debriefing

- The facilitator asks the participants who wish to contribute where they have placed the action supported by Adenya on the ladder, and why.
- The participants discuss their perceptions of the action and the different "levels" of participation indicated on the ladder. If they wish, the facilitator may reopen the debate by asking the participants whether the participative process described in the video echoes an action they have already had the opportunity to support.

3/ Second video:

- After around ten minutes of debate, the facilitator suggests watching a second video.

This video focuses on a participative activity that took place in the area where Cenca operates, in Peru. It is shown to the participants. Then, individually, the participants take 5 minutes to reflect, and say where they would place this initiative on the ladder.

Link to the video: <https://atelier.fdh.org/en/take-action/our-experiences/participatory-collective-actions/article/a-participatory-initiative-follow-the-talentos-artesanales-group?lang=en>

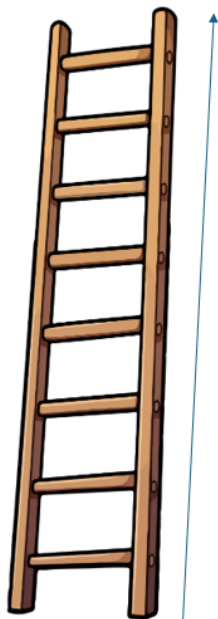
4/ Debriefing

- The facilitator suggests that the participants focus on the differences between the process described in the first and second videos.
- The facilitator therefore helps the participants to move towards the notion of "alliance". Indeed, the Cenca video shows two groups choosing to form an alliance, to carry out an action for social transformation. The facilitator points to the last two rungs of the ladder of participation: it may seem counter-intuitive, but self-management is not, according to this typology, the highest level of participation; "collaborating with others" is considered a higher level! Forming an alliance means putting your power at the service of others: and that's what makes it possible to go further towards the goal of social transformation.

A few points to help you reach a conclusion

To ensure that participants make the most of the tool, it is important for the facilitator to explain that the goal is not always alliance or self-management. At certain stages in the process, it is natural to be on other rungs of the ladder. Processes are not linear dynamics, and each group has its own journey on the participation ladder!

The participation ladder is a tool that enables us to analyse our practice in a reflective way. Depending on the context and the desired outcome, we can be at very different levels, and that's absolutely normal! This tool invites us to ask ourselves whether all the stages of the process in participative action need to be as participative as possible... or not! There are no right or wrong answers, it's simply a question of being aware of the modalities and framework in different spaces and asking yourself what best meets the objectives that the group has set itself!



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| <p>8. Alliance: People living in the area are free to organise themselves to carry out the action themselves, but they choose to join forces with other players (public authorities, associations, private sector players) to take action. The initiative for the action and its execution are jointly discussed, but outside actors recognise the specific skills of the people living in the area of the action.</p> |
| <p>7. Self-management: The people who live in the area have the freedom to organise themselves to carry out the action themselves, in order to respond to the problem encountered. They do not need the support of outsiders and are in control of all stages of the process.</p> |
| <p>6. Partnership: The action is initiated by people other than those living in the area (political leaders, a company, an association, etc.), but the people living in the area are involved from the outset. The group co-produces the action and ensures that the collective dynamic runs smoothly.</p> |
| <p>5. Consultation: Before the action takes place, the people who live in the area are consulted at a public meeting. They can give their opinions and express themselves freely. Once a decision is taken by the people in charge, it may be subject to negotiation and modification.</p> |
| <p>4. Consultation: Before the action takes place, the people who live in the area are consulted at a public meeting. They can give their opinion, express themselves freely, but the decision is taken by the leaders, and once it is taken, it is not negotiable.</p> |
| <p>3. Information: People living in the area are informed about what is going to happen, and what has already happened. For example: renovation work is going to be carried out on this public building. There is no space for them to react to these announcements.</p> |
| <p>2. Decoration: refers to a situation in which people's participation is highlighted indirectly by those with power. For example, people stop to watch a festive event in the street and dance. The people behind the event then claim that all the people dancing support the cause being promoted at the event.</p> |
| <p>1. Manipulation: describes a situation in which individuals are used to benefit someone or a cause (political, social, etc.). For example, appearing in an election campaign video unaware it is happening, while out shopping.</p> |



Link to the article : [The ladder of participation - L'atelier de la transformation sociale](#)

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