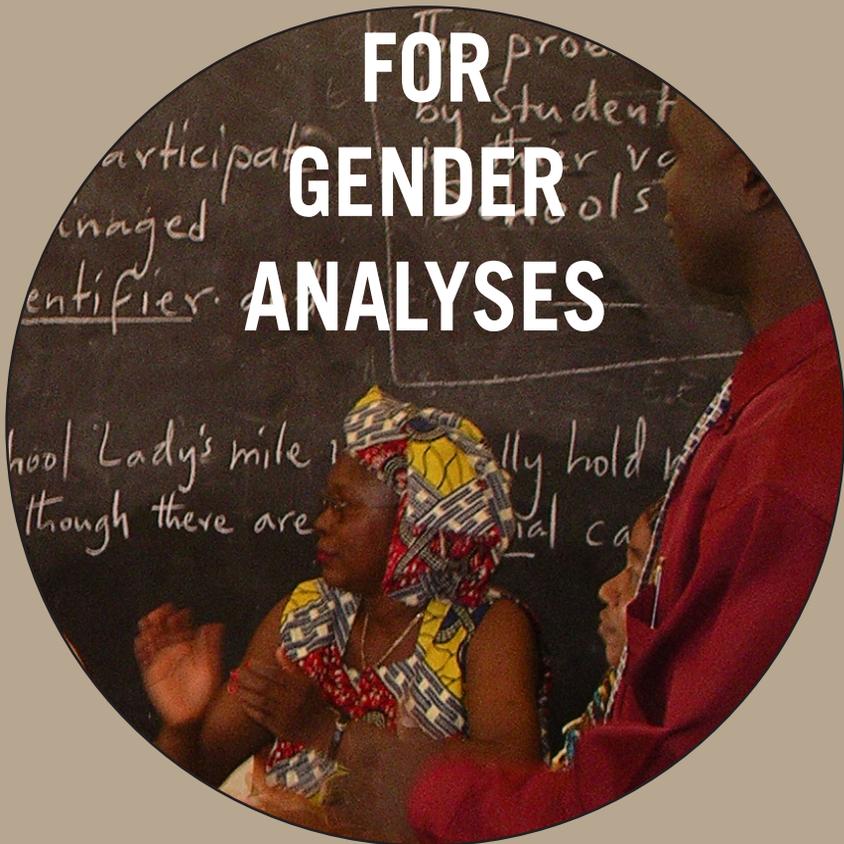


PRACTICAL ADVICE FOR GENDER ANALYSES



INTRODUCTION

In promoting its gender policy¹, the LO-TCO convened a workshop in Johannesburg, South Africa, in 2004 for a cross-section of trade unions from African countries. The objective was to foster a deeper understanding of GENDER ANALYSIS. The participants re-convened in Malawi during the following year. This gathering took the form of a training session on “How Gender is mainstreamed in trade union work”.

The group displayed a unique vibrancy. Participants were by no means waiting passively to absorb Swedish wisdom! Instead, each gathering served to deepen their commitment to gender equality with each session achieving more than was planned or anticipated. Sharing the nature and progress of current gender work on the ground in and between meetings served to connect the group in a very special way. The participants became a Reference Group and by the third session in Namibia, 2006, each one shared the progress they were making in their union/

federation to develop, adopt or implement their gender policy.

With the same sense of interrogation and scrutiny, the Reference Group delved into the challenge of integrating their understanding of GENDER ANALYSIS into the formal application for funding.

LO-TCO Sweden is part of a collective² that produced a Handbook in two parts. Based on the Logical Framework Approach, *Part 1* covers Participatory Project Planning. This method of planning takes gender into account. *Part 2* of the Handbook covers Project identification, which includes a section on Gender analysis, as well as Project information. The Handbook supports the completion of the Funding Application Form.

From their deliberations, the African Gender Reference Group shares this PRACTICAL ADVICE with you.

Solveig Wickman
LO-TCO Council
Regional Co-ordinator Africa/Gender co-ordinator

¹ The Policy includes a Checklist for Gender Equality Analysis.

² FNV the Netherlands, LO/FTF Denmark, LO-TCO Sweden, LO Norway and SASK Finland.

2

MAKE THE TOOLS SUIT YOU

If you mould your own tools with your own hands, the tools will suit your hands best! In practical terms, this means that if you use the Handbook mechanically, you are likely to distort your own home-grown understanding of GENDER ANALYSIS.

Consider yourself unique. Consider your union unique. Each union has a unique way of operating. The dynamics within each union are also unique. Any gender union activist will know what is happening in her union. Therefore, keep an unblinkered picture of the truth of your union alive in your mind. In this way you will be able to draw from what is real.

3

CONSULT WOMEN AND MEN BROADLY

If discussions are broad-based, more experiences and ideas will be shared; more brains will be tapped into. If the problems are identified by those who experience it, then we know that the problems are real. If local leaders are involved directly in identifying problems, formulating solutions and implementation plans, then project proposals will be owned and driven by those affected.

The product of women and men working together equally has to be equality. The involvement of women and men is the vehicle to gender equality.

Union members, women's groups, representatives, leadership and special interest groups are all stakeholders. Their input will enrich your proposal and strengthen your union. The form of their involvement can be formal or informal; it could be at a meeting, workshop, or just an informal chat. Most importantly, consultation has to be timed conveniently for women.

Consider which participatory methods will best suit the group you are consulting. The method must find the women in the union (or find out why they are not in the union); the method must bring out the voice of women; and the voice of women must give direction to the proposal.

4

BE GENDER SENSITIVE – BE GENDER SPECIFIC!

Your understanding of gender discrimination; your explanation of what is wrong; and your plan to meet the challenges; all come together in your GENDER ANALYSIS.

Remember, GENDER ANALYSIS is not a separate exercise. It is also not an academic exercise.

Gender inequality exists in society. Do you seek to achieve a society in which women and men are equal?

Gender inequality penetrates our unions too. Can you identify gender inequality in your union specifically?

Democracy is about equality. Is the struggle for democracy over when there is still gender inequality?

Gender discrimination is one of the main causes of poverty the world over. As unions, how can we fight poverty without striving for gender equality?

How you examine gender actually demonstrates how you see the world.

The collection of information will influence the formulation of your project proposal. Information is a vital ingredient.

Where are the women in your union? Where are the men in your union?

What kind of work do women do at work? What kind of work do men do at work?

Which positions do women hold in your union?
Which positions do men hold in your union?

Information like this is not just necessary for the funding application form. The collection of information can be a very empowering exercise in the union. Try it!

Fairness and justice is at the core of gender equality. That is why we strive for equality. This is not easy in unions that are usually male-dominated. Gender equality is therefore a challenge to the political will of the union leadership. Make the leadership face the challenge!

ROLL UP YOUR SLEEVES!

Some key questions are listed below. When you work through these, you will realize that the ideas you already have in mind, can fit quite comfortably into the format of the application form for funding. In the process, you will integrate your gender analysis into your proposal. The nature of your consultative process will guide which points are most appropriate for discussion.

5

These questions can guide your discussions.

Use them to design your workshop program.

Design discussion group questions from them.

Extract sections for information sheets.

Key Questions	Integrate Gender throughout	Reference to Funding Application Form
What do you want to change?	What is the gender component in what you want to change? Describe the gender inequality. What are the obstacles in the way of gender equality?	4.8 Development Objective
Why do you want to change this?	Identify how women and men are affected differently by the problem and explain why this is so.	4.3 Problem Analysis.
Who is your target group?	Be gender specific when you identify your target group.	4.6 Target Group
Break the big change into manageable steps and say what you want to change each year.	How many years will it take to make this change? The pace needs to be determined by the comfortable involvement of women and men. Be conscious not to lose women in each step.	4.9 Project Objective
Draw up a list of what you want the project to deliver and for whom.	Make sure the list reflects the results you seek to achieve for women and the results you seek to achieve for men.	4.10 Expected Results
From your list, how will you know whether you have met the result?	To what extent has the awareness of the problem increased among women and men?	4.11 Indicators
	How many women and men participated in the project activities?	
	To what extent has change impacted on the lives of women and men?	
	Have women been included in the solution of the problem?	
	How many women are represented in the structure of the organisation – specifically in decision-making positions?	

**Keep going,
don't give up!**

Key Questions	Integrate Gender throughout	Reference to Funding Application Form
What activities will promote the change that you desire?	Are different strategies needed to reach different target groups? Are the proposed activities in line with the priorities of women and men?	4.7 Stacey analysis
Draw up an activity plan with dates and a clear identification of which groups will be invited. (Refer to your delivery list to guide your planning.)	Do the activities address the gender policy? Are certain activities prioritised? Are the activities dominated by a certain gender? Are the proposed time and location in line with the needs of women and men? Would separate women and men's initiatives contribute more meaningfully to overcome the problem? Are both women and men co-ordinating and facilitating the activities? Are the methodologies participatory and gender friendly? (For example, small group work/discussions to encourage women to speak.)	4.17 Work plan and time table
Break down the expense items for each activity and give a realistic estimate in local currency.	Who receives the funding? How are resources distributed between different activities and organisations?	4.16 Detailed level budget

**Points to summarise
in the
GENDER ANALYSIS
(SECTION 4.4)**

How are women involved in identifying the problem and planning the project?

Are the specific needs and concerns of female and male members taken into account?

What are the priorities of women and men?

How are women and men represented in the different structures?

How do you work to change the gender inequality in the organisation?

Do you have a gender policy and what is the thrust of your policy?

Is it implemented?

**Let's
work
together!**



**Meet the
team:**

Crecentia Mofokeng
Africa Desk Officer/Global
Gender Co-ordinator,
Building & Wood
Workers' International (BWI).



"I can see gender equality and justice being achieved. Women are rising in various structures of society and in the trade union movement."

Dawn Le Roux
National Gender & HIV/Aids
Co-ordinator, Federation of
Unions of South Africa
(FEDUSA).



"I believe in equality. Women still have a major role to play in their unions, workplaces and in society."

Hendrix Banda
Member and General Secretary,
Private Schools Employees
Union of Malawi.



"Within the next five years, I want to see women taking up some decision-making positions in all the structures of the union."

John Obongo Mwafulirwa
Member and General Secretary,
Building Construction
Civil Engineering & Allied
Workers' Union of Malawi.



"Setting up a Gender Desk and just knowing the passions of the membership in terms of gender in the wood and forest sector has been our greatest achievement."

Kamugholi Zalira
Chairperson, Malawi Congress
of Trade Unions (MCTU),
Women's Committee.



"The attitude of the men members to support women programmes and the culture that sees women negatively is an obstacle that I am determined to shift out of the way."

Monika Johannes
Union member and shop
steward, Namibian Farm
Workers' Union
(NAFWU).



"LO-TCO makes me rich with lots of ideas. Learning from others and knowing about different countries and meeting different people is very special to me."

Mummy Nomvulazana Japha
National Gender co-ordinator,
Congress of South African
Trade Unions (COSATU)



"Our Reference Group pressures all to deliver on our commitment and indirectly contributes to progress. It has enabled me to better understand the project planning approach."

Sibongile Nkosi
Gender Secretary, Police &
Prisons Civil Rights Union
(POPCRU)



"Gender issues (specifically women's issues) are still not addressed fairly. Women are still sidelined. That is what keeps me passionate about being active on gender matters."

Thembi Motlhamme
Administrator/Gender
Co-ordinator, South African
Commercial Catering and
Allied Workers' Union
(SACCAWU).



"We also need strategies of encouraging women to participate in community structures. Assisting HIV/Aids orphans remains a challenge for our community."

Alfred Angula
General Secretary,
Namibia Farm Workers
Union (NAFWU)



"We are proud of our achievement and consider our gender policy better than that of government. A major problem was that the members that attended the gender policy workshops were since dismissed."



LO - TCO
BISTÅNDSNÄMND

LO-TCO Biståndsnämnd
Upplandsgatan 3, 111 23 Stockholm
www.lotcobistand.org

