

GENDER ANALYSIS FOR THE COMMUNITY FORUM INITIATIVE

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Introduction

TNRF works through partner NGOs such as Ujamaa Community Resource Trust (U-CRT), Sandy County Foundation (SCF) and PINGOs in the implementation of various programmes pertaining to natural resources management. The organisation and its partner NGOs have made significant effort to address issue of gender equalities particularly in the domain of natural resource management at the various levels in which it operates. However, women continue to experience disadvantages relative to men throughout their lives in several key areas that significantly impact their efforts to achieve the development goals.

Gender analysis perspective in TNRF and partner NGOs

Gender analysis is key instrument for gender mainstreaming. The goal of gender mainstreaming in the project activities is to ensure that the concerns and priorities of men and women are given adequate consideration; that men and women have equal opportunities to setting goals and priorities to participate and benefits.

Gender analysis provides a clear picture of the gender situation and candidly indicates what the next steps on the road to equality could be. Since TNRF and partner NGOs are gender sensitive and gender equal in the sense that they ensure effective participation of women in the project/programme activities which in turn have positive effect on the project/programme operations and in long run it will contribute to gender equality in the society in which it works.

How willing and knowledgeable is all staff to contribute to gender mainstreaming? Do staffs understand the need for; the importance and benefits of gender mainstreaming? First of all there is a need to make a gender analysis of the organisation and partner NGOs. In order to do so, we need to look at the organization's profile. There are different ways to do this, but rather simple profile that shows all aspects of an organisation in the following way:

Organisational Profile		Remarks in relation to organisational profile in gender analysis
1. Mission Statement	The reason for being organisation	- The mission statements (independent mission statement for each organisation) of TNRF and partner NGOs reflect gender equality.
2. Goals and Objectives	The purpose of the organisation	- Goals and Objectives of organisations clearly reflect gender equality. Moreover,

		goals and objectives of organisations focused on men and women and addressing each group's special needs.
3. Strategies	Approach and ways to achieve the goals	- In implementing gender issue, the national gender policy is used by organisations.
4. Activities	Sets of tasks undertaken to implement strategies and reach goals	<ul style="list-style-type: none"> - There are specific gender approaches for the activities of TNRF and partner NGOs. - The gender specific needs of beneficiaries/ stakeholders are known. - The project's objectives are in line with these identified specific needs. Moreover, there is no conflict of interest between men and women. - Gender mainstreaming is present in all activities and its impacts are measured and evaluated. - The strategies and planning of activities take into account the gender relations at the organisation and community levels.
5. Structure	Organisational chart, positions in the organisation, the division of tasks, responsibility and authority.	<ul style="list-style-type: none"> - The organisation charts have taken into consideration the issue of gender. - The number of men and women are not equal (not only at the level of organisation (in terms of staff) but also in the events like meetings, seminars, trainings etc. for stakeholders at the community/society level however measures, strategies and actions have been taken to ensure equality in the participation of both men and women in the project/programme activities.
6. Systems	Procedures and tools for analysis, planning, monitoring and evaluation	- The attention for gender issues, gender mainstreaming and gender equality are being included in routine systems and procedures
7. Resources	Personnel, finances and infrastructure	<p><i>Human resource</i></p> <ul style="list-style-type: none"> - The staff have positive attitude toward gender issues. <p><i>Financial resource</i></p> <ul style="list-style-type: none"> - There are specific fund

		<p>allocated for implementation of the gender mainstreaming and gender equality activities.</p> <p><i>Infrastructures/Facilities</i> The organisations create a safe and practical environment for women and men (in terms of facilities, safety, working hours, etc.)</p>
8. Culture	Attitudes, behaviour, norms and values of the organisation's staff	- The general atmosphere for gender on the cultural environmental of the organisation is satisfactory.

Apart from organisation profile, gender analysis has also been done by using a tool known as a SWOT analysis.

SWOT stands for:

- Strengths
- Weaknesses
- Opportunities
- Threats

A SWOT analysis reveals the strong and weak points of an organisation and the opportunities and threats outside the organisation. A specific gender analysis aims to measure the capacity of an organisation to deal with gender issues.

The Matrix for SWOT analysis

Internal		External	
Strengths	Weaknesses	Opportunities	Threats
Motivated staff	Inadequate of gender knowledge	Gender trainer available from other organisations	Negative attitudes towards gender from some members of the society

How to ensure gender equality in the organisation?

In order to incorporate gender into an organisation, first of all the **organisation has to be willing to change** and, even more important, to see the **need for this change**. To motivate people to change requires that they see the need for change as well as the self-interest – the benefit for them personally as well as for the organisation and its target groups. An important point is that members of an organisation need to share the definition of a problem and must 'own' the goals of change. So they must identify the need for change themselves.

Gender constraints

It is obvious that one of the key basic constraints that impede the attainment of a greater degree of gender equality in the organisations is inadequate resources to implement the gender policy effectively. Therefore, organisations should struggle to obtain more resources as well as

allocating part of the meagre resource they have to the activities aiming at strengthening gender issues.

Conclusion and Recommendations

Gender analysis is a very crucial component in the project life cycle. It is incorporation in the project/programme should be done since the beginning as a strategic approach of ensuring that gender equality is achieved. Working with gender requires a realistic attitude and thinking, an open mind, a good communication skills and creative solutions. The society can not be changed in a day. Long existing policies, attitude, norms, values and ideas are difficult to change. Gender awareness raising, motivation and time are needed. Needless to say, the following measures are important for achieving gender equality in the organisations:-

- Provision of specific gender training to staff and work towards developing a consistent definition and approach to gender issue.
- There should be a regular review and integration of gender issues into the project/programme
- Establish incentives for successfully integrating gender issues into the project/programme activities
- Continue to build capacity for gender mainstreaming in the organisations.