



**IT'S A CRIME!**

Do not commit or tolerate - Attack on Violence Against Women!




GFONT Participatory Gender Audit

**20** **ACHIEVEMENTS**  

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**SUGGESTIONS**



Twenty years have elapsed after the establishment of a separate wing by GEFONT for women to increase their access and participation as well as campaign on gender equality within its organisational structure. In order to conduct systematic analysis of GEFONT's present situation from the gender perspective, a participatory gender audit was organised on December 26-30, 2012. As an outcome of the gender audit through an analytical overview of the information, facts, understanding, brainstorming and concepts, 20 achievements and 20 recommendations have been listed as below:

# Achievements

- 1 Due to the policy of GEFONT to increase women's participation in every sector, women's participation has reached 33% from the zero level in past 20 years.
- 2 Increased gender awareness has been witnessed due to the policy of GEFONT to ensure 25% men's involvement on the programmes related to women's issues and of 25% women's participation in every other programme. This compulsory provision has highly contributed towards gender mainstreaming. The gender awareness programmes launched from the past one decade has contributed to produce a positive result, that is, 33% participation of women in GEFONT's structure. Now GEFONT has a slogan "One-third women, One-third men" in its programmes, which is a commendable effort.



3

GEFONT's 'Class *plus* 3" policy is commendable in the sense that it has internalised the notion of "Class Feminism". This concept of GEFONT has addressed both the 'class exploitation and social oppression'. This notion has contributed towards balanced increment in women's participation including 'caste/ethnicity and geographical region'.

4

GEFONT has adopted a policy of one man and one woman representative from each of its workplace committee. This has additionally widened the possibility of woman leadership development.

5

Women members in Union has increased in recent years due to the expansion of Union in women dominant sectors of employment like beauticians, health volunteers, home-based workers and alike areas of informal economy. This has also widened the scope of union movement.

6

Change has also been visible in the institutional behaviour of GEFONT due to the gradual progress observed through gender awareness, mutual respect as well as overall roles and responsibilities. .

7

Another remarkable achievement GEFONT has at hand is that none of the activities related to women have been cancelled, postponed or stopped due to the budget-constraint.

8

Other affirmative actions towards the campaign for gender equality such as Women Social Assistance Fund, girl's education through scholarship etc. have been the exemplary ones.

9

Other motivating aspects have been the computer training for women workers, self confidence and capacity building, English language learning, public speaking, 'feminist self-defence' on which GEFONT has given priority.



10

GEFONT has working relation/partnership with various national and international organisations. Such a relation is manifested with mainly the organisations working in the world of work. Role of the organisations like Danish Women Trade Union (KAD; now transformed as United Danish Trade Union-3F), Committee for Asian Women (CAW), ILO, ITUC, Global Union Federations and other various trade union solidarity support organizations has undoubtedly contributed to the women participation and leadership development in GEFONT.

11

The gradually progressed culture of co-work with GEFONT among the national level organisations has further motivated to raise the gender issues and other gender-friendly activities. GEFONT is proud of such expressions


made by media, FNCCI, and other counterpart unions (NTUC-I/ CoNEP).

**12** The publications and audio-visual materials prepared by GEFONT have been comparatively more gender balanced. These materials have been helpful to build 'the image' of GEFONT in national and international arena.

**13** Another indicator of gender sensitivity in information management is the GEFONT Resource Centre, which has separate archives on women and gender issues. These resources have been used by the students and researchers from the universities both within and outside the country.

**14** Comprehensive understanding and seriousness on gender/ women issues has been further approved by the GEFONT's studies and researches on women.



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- 15** The leadership of GEFONT in different levels has been found more aware and conceptually clear on gender issues. The organisation has its own human resource to give training/orientations on issues concerning gender discrimination and equality.
- 16** There has been found a good gender balance in hiring employees within GEFONT. Selection of the employees has been made competitive and there is no discrimination among male and female in salaries and other facilities.
- 17** The woman employees in GEFONT get a 90 days maternity leave. The male employees get a 15 day paternity leave.
- 18** All of the GEFONT family members have internalised the concept that GEFONT has an environment of due respect and sense of equality.



19

Another exemplary work has been that GEFONT has a gender balance while participating in the national and international programmes.

20

Appreciation has also been made over GEFONT's working culture as expressed by the concerned persons. According to them, GEFONT has a feeling of ownership among both the leaders & activists and officials/activists & employees.





## Recommendations

- 1** The numeric participation of women in GEFONT needs to be made sustainable by taking due care of their quality and making them more competitive.
- 2** So far GEFONT has only 18% women in the total membership, in order to achieve gender balance; further membership expansion needs to be prioritised especially in the women dominant sectors.
- 3** Still qualitative transformation in the traditional thinking is needed.
- 4** In order to eliminate the traditional mindset of the gender discrimination completely, GEFONT needs to develop a guideline and implement it for a balance between work and life.


**5** Attention needs to be given on the hard fact that the existing monitoring system by the formal committee structure on women focused programmes cannot be sufficient.

**6** GEFONT has also to internalise the suggestions given by the representatives of organisations in its partners meeting that GEFONT is gender friendly more than the partners; thus it needs to reach the destination of 'gender-smart'.

**7** By name, the Woman Committee/Department seems to be the committee for the women only. So gender mechanism needs to be developed instead of it, a lesson learnt from 'Trade Union Committee for Gender Equality and Promotion (TUC- GEP).

**8** Gender sensitivity needs to be maintained in GEFONT's publications, especially the pictures and images.



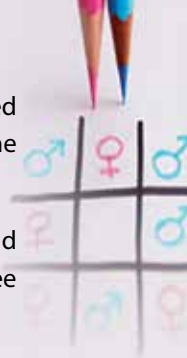
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- 9 Woman's participation needs to be ensured in the editorial board as well as gender column in its publications like '*Shramik Khabar*'.
  - 10 Attention needs to balance the percentage of women while GEFONT continues or plans to build leadership team with full-time organisers.
  - 11 No formal records have been observed regarding sexual harassment behaviour in both the working sector and the union members. In view of the rising incidents of violence against women in the country, a mechanism needs to be developed which will prepare a code of conduct and deals with such cases if found in future.
  - 12 GEFONT has cautiously set the plan to establish two structures '*GEFONT Veterans Network*' and '*Workers Community Club*' out


of its hierarchal structure. This plan would certainly if activated as expected, will extend cooperation and solidarity among the families and unionists.

**13** GEFONT with its belief on 'Initiation– Competition– Excellence– and Leadership,' needs to conduct the election of women's committee from among the women representatives only.

**14** Special plan needs to be prepared for the development of alternative leadership. For this, as mandated by the Fifth National Congress' provision to compulsory one GEFONT woman representative (where women are in employment) from every workplace committee needs to be given priority for investment as a source of women leadership.

**15** Conducive environment needs to be created for developing the union leaders from among the women members in leadership. The





women leaders in the rank-n-file of various affiliates need to be given the opportunity for trainings, capacity building on the thematic issues and collective bargaining skills.

**16** The concept of gender mainstreaming can be made further sustainable if women members are given priority for studies, researches, and preparing and presenting the organisation's perspective on gender, policy and programmes.

**17** Attention needs to be paid for the managerial arrangements on aspects like time and venue of meeting within GEFONT's structure. Women members/activists should not be addressed by the phrase such as 'you cannot do it, can you?' These are just discouraging phrase, let them encourage by motivating phrase such as - 'Yes, You can!'

**18** The concept of gender mainstreaming can be further strengthened if male leaders are also found capable in

presenting the gender perspectives, policies and programmes. Similarly, women leadership can also be increased by giving opportunity to women members/leaders to present overall issues related to labour.

**19** The concept of at least 33% women in every structure of GEFONT needs to be further prioritised especially in the bilateral and trilateral mechanisms.

**20** The public reputation of GEFONT further strengthens if adequate attention can be given for eliminating the psychological feeling of gender discrimination by way of making gender friendly areas like office structure, working culture and overall environment.

# 5<sup>th</sup> National Women Workers' Conference

8<sup>th</sup>-9<sup>th</sup> March 2013, Kathmandu



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अपराध हो!

महिला विरुद्ध हिंसा-  
नगरौं! नसहौं!! प्रहार गरौं!!!

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