

GENDER SENSITISING WORKSHOP

LABASA, VANUA LEVU

**13TH - 15TH NOVEMBER 2000
NLTB CONFERENCE ROOM**

Gen.01.00

By:
ISOA KOROVULAVULA
NOVEMBER 2000



GENDER SENSITISING WORKSHOP

SPC/GTZ/PACIFIC GERMAN REGIONAL FORESTRY PROJECT

**13TH - 15TH NOVEMBER, 2000
NLTB CONFERENCE ROOM**

**LABASA
VANUA LEVU**

Report Compiled by : Isoa Korovulavula (SPC/GTZ/PGRFP)
Workshop Facilitator : Ms Mereseini Nagatalevu (Senior Agriculture Research Officer, MAFF)

**Gender Sensitising Workshop Programme
13th -15th November
NLTB Conference Room, Labasa**

1.0 Introduction

This workshop on gender sensitising was the first of its kind to be held in the Northern Division. Representatives from the Forestry Department, Agriculture Department, Native Lands Trust Board and Regional Development (District Officers Office - Savusavu and Labasa). The workshop was held from the 13th to 15th of November at the Native Lands Trust Board Conference room in Labasa. The participants were welcomed and gave an introduction of themselves. Six ministries are involved in this workshops

2.0 Summary of the Proceedings/Sessions

The workshop was opened each day with a prayer and a recap of what happened on the previous day. Ms Mereseini Nagatalevu (Senior Agriculture Research Officer) facilitated all the sessions.

All of the activities during the different sessions were participatory in nature. Participants were divided into groups and were given tasks to do.

3.0 Objectives:

The following are the primary objectives of the workshop:

- i. Comprehend the key concepts related to gender and development
- ii. Develop insights into our own socialisation process where we learn our cultural specific gender roles
- iii. Identify gender issues in various sectors through gender analysis
- iv. Relate the national commitments and international conventions related to gender issues to the work of the participants

4.0 Workshop Norms

Workshop norms were identified by the participants so that to help workshop proceedings and sessions to be conducted and run in an orderly and systematic fashion. The participants agreed to the following norms:

- i. Punctuality
- ii. Confidentiality
- iii. No side conversation
- iv. Control your temper
- v. Start with prayer
- vi. No side stepping session
- vii. Respect each others contribution
- viii. Honest and open communication

5.0 Definitions:

The participants were asked to explain "gender and sex" and they came up with the following:

- Sex - we born with
- Sex - male & female - natural phenotype - cannot be changed
- Different of sex and gender. Roles of men and women
- Sex you are born with can't change
- Sex - biological, born with
- Gender - changeable, learned as we go along
- Gender - both male & female are affected
- Gender is determined by factors such as age, class, unequal access to resources & control
- Sex is you are born with it and gender is changeable and something that you learn from your society - you brought up with

6. Hopes and Fears

Participants presented their hopes and fears directly related to the workshop. This is explained below:

Hopes	Fears
I have an idea what to expect, but I may have some idea as we go along	Discrimination against female
Understand more about gender issues	Fear of sharing my personal problems
To be a better person	I feel uncomfortable to express my feelings
I hope to gain something after attending this workshop	Social discrimination on women
To be confident in sharing my views on gender	Expressing personal feelings
To understand the opposite sex	Fear that at the end of the course: women and men will be the same
To fully understand the objectives of the course, and be able to act upon those objectives	Inability to fit into the group with the fear of being a women dominated course
I want to get a broader knowledge on this topic "gender" (especially about males views)	
I would be able to share my problems with someone	
To learn how to set development targets by using women as a pivot	
To have more experience on women's rights	

7.0 General Gender Issues & Concerns

It was important for the participants to give their opinion or thoughts on the relevance gender issues in Fiji today. They provided some interesting and thoughtful observations and they are as follows:

- Gender issues contradict traditional norms
- There are differences within a society
- Gender issues keep changing
- Roles vary according to race, religion education & environment
- Gender is changeable, learned and various among cultures
- Roles of men/women are same (identical) except for some
- Gender roles change over time from traditional to less traditional
- Gender roles overlap
- Understanding roles of male & female
- Gender - social role that can be changed. Male - female
- Gender - social roles, changes and times as culture changes
- Gender is to respect and be submissive to the other opposite sex.
- What are gender issues - both male & female are affected - injustice

8.0 Gender Issues Related to Office Work

8.1 The participants also identified issues that have frequently caused some commotion or friction among male and female staff members and they are as follows:

- Promotions that favour a one sex only
- People get a better appraisal based on their sex rather work performance
- Work load seem to be weighted towards one sex only
- Women are given less strenuous jobs
- Work-mates - two officers on the same post in different section, the male boss will favor the male officer and give all work to the female officer

8.2 Another observation made by the participants was the "role" change trend which is happening everywhere. However, the nature of the tasks or activities involved are not the same. These are some examples that the participants gave:

- "Nursery Women" instead of "Nursery Men"**
 - Role changes according to the location of the nursery
 - Male - remote areas
 - Female - less remote areas
- "Female Forester"**
 - Women recruitment at intake level
 - More training for men, at professional level
- "Secretarial Jobs"**
 - As long as they are computer literate

9.0 Other Gender Work Related and Extra curricula Issues

These gender issues are the ones that show different areas that once were dominated by one sex are now taken up by both sexes:

- Games that were once played by men, are now played by women. Eg. rugby, soccer.
- Field officers/ technical staff
- Mechanics
- Engineers
- Shipping eg. captain, crew
- Lay preachers
- Weaving
- Political power
- Leadership - work place, society, unions
- Pregnancy (one participant mentioned that some men can be pregnant as well - some sort of biological abnormality)
- Dressing, hairstyles, behaviour

10.0 Defining the Traditional Roles of Woman & Man

10.1 Characteristics of the Traditional Role of a Woman

- Loving, caring, well behave, forgiving, affectionate person - patience
- She must always wear dress/sulu
- She must know how to weave mats able to catch fish, gather food & cook
- She must speak her language-dialect fluently
- She must be submissive to authority/husband
- She must religious/ teacher
- She must be productive
- She must be able to lead in the absence of husband
- Be well versed with culture
- Beautiful
- Attractive
- Able to socialise
- She must be physically strong

10.2 Characteristics of the Traditional Role of a Man

- Father (Productive)
- Provider
- Intelligent
- Leader
- Handsome
- Religious
- Comforter
- Strong
- Sportsman
- Fisherman
- Carpenter
- Courageous
- Conqueror

Con't

10.2 Characteristics of the Traditional Role of a Man

- Farmer
- Hunter
- Warrior
- Teacher
- Loving & Caring
- Hard Working

11.0 Gender Analysis Exercise

The participants were given an exercise to illustrate the different roles that men and women play into different communities. One is a rural community and the other is an urban settlement.

Ovamai Settlement

Key:

■ Responsible in doing the specified activity

Productive Activity	Male	Female
Farming		
1. Yaqona	■	
2. Dalo	■	
3. Vegetables		■
4. Dairy		■
5. Prawns		■
6. Mat weaving		■
7. Copra	■	
Reproductive Activity		
1. Child Bearing		■
2. 2. Cooking		■
3. Washing		■
4. Rearing	■	■
5. Cleaning	■	■
Social Activity		
1. Village Meeting	■	■
2. Church Meeting	■	■
3. Weeding	■	■
4. Mother's Club		■
5. Funeral	■	■

Urban Settlement

Productive Activity	Male	Female
1. Shop Keeper	■	■
2. Office Worker	■	■
3. Medical Profession	■	■
4. Land Developers	■	■
5. Building Constructions	■	■
6. Taxi, Bus, Carrier Drivers	■	■
7. Tailors	■	■
Reproductive Activity		
1. Cooking	■	■
2. Washing	■	■
3. Breast Feeding	■	■
4. House Cleaning		■
5. Back Yard Garden		■
6. Weaving		■
7. Shopping	■	■
Social Activity		
6. Church	■	■
7. Wedding	■	■
8. Sports	■	■
9. Meetings/Club	■	■
10. Fundraising - kati, dance, bazaar	■	■
11. School - PTA	■	■

12.0 Specific Gender Issues & Concerns

The following are specific gender issues and concerns raised by the participants:

- Pregnancy disrupt work
- Issuing or permission for the use of office vehicle given to men only
- Social activities after working hours are normally dominated by men
- Women can easily convince or influence male bosses by dress and make-up

13.0 Solutions & Recommendations

The following are solutions and recommendations to the specific gender issues mentioned above:

1. Pregnancy

- All staff (male) to have multi-skills eg. secretarial work, (typist, computer)

2. Use of Office Vehicle

- Issuing of vehicle - the boss should give the same opportunity to female staffs
- Drivers to depend on the types of duties to undertake
- Female to be given driving authorities where suitable
- Drivers & Messengers are mostly males - females to be given driving authorities

3. Social Activities

- Social activities - (drinking yaqona) female should be invited. It is an opportunity to mix around with the boss and the opposite sex and to throw their views in regards to gender issues/ work matters.

4. Technical Field or Physical Work

- Traditional Role - women should be given the fair chance to do the work as men
- Strictly follow selection criteria
- Whoever fits in should be given the job
- Ratio policies for male and female
- Create more positions suitable for both sexes

5. Promotion

- Qualifications to be considered
- Experience
- Number of years in service
- Assess productiveness
- Women should learn to accept boss decision
- Boss not to be persuaded by such reaction

6.0 Institutional Change

- Gender awareness programme (superior)
- Gender equity policy
- Change superior (boss)

14.0 Force Field Analysis

These are analyses that identifies root or key areas that can realistically be changed, and thus bring about improvement in male and female relationships in a working environment:

FORCE FIELD ANALYSIS		
Helping Factors		Hindering Factors
<ol style="list-style-type: none"> 1. Gender focal personnel in the ministry 2. Gender Trainers (3) in the Ministry (MAFF) 3. MAFF is one of the two ministries in the Fiji government that pilots the mainstream 4. A person already trained can address gender issues in the Ministry with held from MAFF staff (Savusavu) who had been trained 5. Fiji is committed in her policies to gender mainstreaming activities 	<p>Promote gender sensitisation in the ministry</p> <ul style="list-style-type: none"> • Sexual harassment • Gender balance workforce <p>Gender sensitising the staff of my ministry especially superior officers</p> <p>CND DPO DO DDC DA</p>	<p>Resistance of conventional staff</p> <p>Resources - fund & time</p> <p>Political influence</p> <p>Policy makers (ministry) negative attitude</p> <p>Development</p> <p>Regional & traditional force</p> <p>Geographical locality</p> <p>Feminist staff</p>

15.0 Action Plans

Action Plan Forestry & Agriculture Departments

Activity	Time Target	Responsibility
Orientation meeting with the boss	1 st month	Gender Steering Committee (GSC)
Proposal for gender sensitivity training for the ministry	2 nd month	GSC
Approval boss	3 rd month	Boss
Funds	4 th month	NGO's/ Ministry
Coordinating with gender unit	2 weeks	PAOs, PFOs
Coordinating training focal point in the ministry	1 week	PAOs, PFOs
Preparation for gender sensitivity training	2 weeks	GSC
Conducting gender sensitivity training	1 week	GSC Trainers

Action Plan Native Lands Trust Board

Activity	Time/Target	Responsibility
Discuss with boss need for training	Last week of the month	Training officer
Prepare papers for submission on the subject	1 st week of the new month	Training officer
Getting approval	2 nd week of the month	Boss
Training proceeds	3 rd week	Training officer participants
Observation/result	4 th week	Training officer/ boss

Action Plan Department of Regional Development

Activity	Time Target	Responsibility
Discuss with the DO	After one week of attending this workshop	The person who has been trained
Writing a proposal for gender training in my Ministry	After one month	The DO
Getting approval allocation of funds coordinating with the gender unit	End of two months	Permanent Secretary
Coordinating with the training focal point in the Ministry	End of the week	Trained Officer
Preparation for the gender sensitivity Training	Third month	DO, Trained Officer, Gender SC
Conducting gender sensitivity	Two months	Gender SC trainers

Content of Training

- ## The Training Process

The Trainer

- 11

a) Was the trainer effective in her skills?

5(very effective) - 10

b) Did she provide clarifications and support necessary for your learning?

3(effectively) - 1

5(very effectively) - 9

7. Any specific comments:

A very good presenter, easy to understand what is being presented.

Presentation in clear simple English where participants are able to understand; and I commend the trainer for that.

Logistics

7. How were the logistical arrangements for the training in general?

3(satisfactory) - 3

5(very well handled) - 7

8. Venue

3(satisfactory) - 4

5(very suitable) - 6

General Comments

9. What did you like about the training?

- Brainstorming sessions
- I learn a lot of things and able to express my thoughts too
- I came to know or gain knowledge of these gender issues. They already exist in organisations, need to be addressed and highlighted by ignorant superiors.
- Informal environment
- That what we had learnt or shared were mostly coming from the participants rather than trainer. Something that we enjoy since it is our real experiences.
- The presentation.
- Training venue, food and training content.
- Free exchange of ideas, practical examples.
- I really learnt what gender sensitisation is (I got deeper in this topic)

10. What would like to see different in this training?

Video films shown because I think through seeing we learn faster.

More visual aids e.g. video, more training officers to do training to overcome boredom.

Notes, videos

Equal number of participants of both sexes.

Some video tapes so we could compare our society to the rest of the world in relation to gender issues.

More discussions and trainees to participate more.

Practical application of gender.

11. Any other comments.

- Gender issues exist in organisations and they should be looked at critically because it will result in good productivity.
- To provide more training.
- Should extend time for this type of workshop to one week training.
- Gender steering committee to ensure the subject is part of the training programme in working institutions in Fiji.
- I think this course or subject should also be taught to Form 6 & 7 students and be included for university.
- To conduct gender sensitisation training at stations to include subordinates, farmers (village reps.).
- Conduct more training.
- Training should be 1-week duration, all the people of Fiji should be educated on this topic, food should be different each day.
- Thank you very much.
- Totoka, Vinaka vakalevu