



Gender analysis of organisations

| | |
|-------------------------|---|
| Target group(s): | Executives, control / guidance groups, project groups, teams, all employee groups in an organisation |
| Objective: | <ul style="list-style-type: none">• Get acquainted with the analysis tool• First steps in the use of the tool |
| Method: | Work in gender-heterogeneous or gender-homogeneous groups (depending on the amount of time available and the profile of the participants) |
| Task: | <p>We see gender analysis as the observation of one's own organisation from a gender-related angle (for example with regard to "female" and "male" structures or cultures). This change of perspective enables a new view on one's own organisation and the gender relations that are in effect there.</p> <p>Handle the key questions in the working groups, for example concerning the following core issues:</p> <ul style="list-style-type: none">• Institutional history• Organisational culture• Expert work <p>Keep a record of your results on a flipchart or a wall newspaper.</p> |
| Evaluation: | <p>Presentation of the work results. Work out similarities and differences (where appropriate gender-oriented). Handle further questions:</p> <ul style="list-style-type: none">• In which direction would you like a change in your organisation?• What would characterise a gender-democratically developed organisation? |
| Time: | 60 minutes in working groups, 60 minutes in plenary session |
| Materials: | <p>Work assignment, key questions concerning gender analysis of organisations, flipchart or wall newspaper, pens.</p> <p>Working tool see annex: key questions for "Gender analysis of organisations"</p> |



Exercises > Gender in Profession / Expert Fields > Organisation Development > Gender analysis of organisations

Note:

You will need to allow enough time for this exercise and the evaluation.

The working groups tend to get "bogged down" in one issue and /or lose the gender-related angle.

If you are working in gender-homogeneous groups, it is important that the facilitators make sure that differences in the approach or in the results of the gender-homogeneous groups are not subject to one-sided positive or negative evaluation, which in turn would reinforce gender attributes and stereotypes. This is where the relationship to "doing gender" must be established, and oriented towards equality of various approaches and perspectives.



Key questions concerning gender analysis of organisations¹

| | |
|---------------------------------------|--|
| Institutional history | <ul style="list-style-type: none">• How was the organisation created?• Who founded it?• What objectives were pursued with the foundation?• What interests are primarily represented?• Who are the target groups/clients of the organisation?• Do you find that women and men have different interests with regard to the formulation of expert questions and tasks? |
| Ideology, values and standards | <ul style="list-style-type: none">• Describe the values and standards of the organisation in keywords, for example future-oriented, career advancement, family-oriented, ecological awareness.• Is a balance between men and women on a management and decision-making level targeted?• Is the organisation fairly high performance-oriented?• Do you see differences between values and standards for men and women in the different organisational relations? |
| Organisational culture | <ul style="list-style-type: none">• What is particularly important to you in your organisational culture?• Is there something like a specific masculine, a special feminine culture?• Are there separate fields of work for men and women?• Is there a cultural diversity of persons in your organisation? |

¹ Raster analysis is based on a concept by A. Goertz and has been completed and enhanced by Angelika Blickhäuser, Henning von Bergen and Georges Wagner. Special acknowledgement goes to Edda Kirleis who put her translations of the A. Goertz analysis at our disposal in the context of the *Gender Trainerinnen Netzwerk*.



Exercises > Gender in Profession / Expert Fields > Organisation Development >
Gender analysis of organisations

| | |
|--|---|
| Full-time and volunteer staff | <ul style="list-style-type: none">• What hierarchy levels are there?• What levels are women and men represented on?• How many full-time, how many volunteers are in the executive bodies? How many men, how many women are in the executive bodies?• What is the distribution of women and men among the other employees?• What functional levels are there? What is the respective distribution of men and women?• Are there groups that are not existent, for example minorities in social terms or in terms of their origins?• Do you have the impression that the presence of women and men has any effect in particular? |
| Time, location, compatibility and other tasks | <ul style="list-style-type: none">• What are the working hours of the staff members on the different levels?• Are there different working hours and who is affected by them in particular?• What degree of cooperation intensity is expected from volunteers?• Are there different expectations for women and men with regard to overtime or volunteer work?• Is full-time staff expected to do volunteer work?• Is there a lot of work pressure?• Do you have to work outside of regular working hours?• Do these working hours affect men and women differently? |
| Management structures | <ul style="list-style-type: none">• What management levels are there?• Are there formal and informal networks?• How are women and men (in their cultural diversity) integrated in these networks?• What tasks does the management have?• How are the positions staffed (men and women in percent)?• Do they have management and decision-making power? |



Exercises > Gender in Profession / Expert Fields > Organisation Development >
Gender analysis of organisations

| | |
|----------------------------------|---|
| Sexuality in institutions | <ul style="list-style-type: none">• Heterosexuality is standard in society. Is this also the case in your work context?• Is there an open or concealed coming-out?• Are there social sanctions for behaviour that diverges from the norm?• Are there cases of sexual harassment at work or in volunteer contexts in the organisation?• Is the subject of sexuality and sexual orientation an issue? |
| Performance valuations | <ul style="list-style-type: none">• What performances are specially rewarded?• What performances lead to recognition, which to promotion?• What performances do not receive acknowledgement?• Who works on which core issues?• Are core issues differently valued?• Are women valued equally in the same core issues?• Are there differences in the financial and social evaluation? |
| Expert work | <ul style="list-style-type: none">• What expert priorities are in the organisation?• What contentual priorities are missing?• Have you encountered gender issues at work? If yes, what kind?• Have you done gender-differentiated analysis of the resources at your disposal?• How do standards, values, gender-related division of labour, approaches and behaviour, and appreciation manifest themselves in your field of activity?• What differences between men and women have you analysed?• How do you take gender issues into account in your field of activity?• How are gender issues taken into account when plans for expert work are made? |