

Guidelines gender equality analysis

All projects financed through Union to Union shall have a gender perspective and shall be based on two important starting points: gender equality is a question of democracy, justice and human rights; and gender equality is a precondition for a fair and sustainable development. The purpose of working with gender equality in development projects is to strengthen gender equality at the working place; but also within the organization concerned. In that way, trade unions are able to work more effectively to achieve improvements, both on the level of society through i.e. agreements on equal pay for equal work; and at the same time struggle for gender equality within the union. This may be done by increasing the capacity to make gender analysis and policies, or by working for a fairer distribution of women and men in leadership positions, among trade union representatives, trainers and recruiters.

When working for gender equality, the union pursues to be an organization which represents the interest of ALL its members; as well as to be representative for its members. The objectives to achieve gender equality may be quantitative or qualitative. Working for gender equality includes implementing strategies and activities to increase the number of women in decision making positions (quantitative objectives), and at the same time including gender issues in the trade unions' political agenda to improve human rights at work, and generally in society (qualitative objectives).

A (brief) gender equality analysis can be made by answering the following questions:

1. Describe how women and men are represented in different structures of your organisation.
2. Compare this representation (within the organisation) with the representation of women and men in your sector of work.
3. Describe male and female members' specific priorities, conditions and problems.
4. Have they been taken into account when deciding on the strategies and activities of the project/ program? If yes, how? If no, why not?
5. Does your organisation have a gender equality policy? Is it applied? How?
6. How will the project/program impact on gender equality in your organisation? Describe positive and negative impact(s).
7. How will the project/program work to reduce the negative impact(s) and strengthen the positive impact(s)?

If several projects are included in a broader program at regional or global level you may submit an aggregated analysis at program level. However, a gender analysis can vary between countries, regions and sectors. It is the context in which the projects will be implemented that needs to be the point of departure for the gender analysis. Therefore the local/national/regional context must feed into the aggregated gender analysis. The aggregated analysis should show that this is the case by accounting for relevant differences at sub-program level.