

Call for Applications

“Transformative Strategies for Gender Equality in Trade Unions”

The Friedrich Ebert Stiftung (FES) owes its formation and mission to the political legacy of Friedrich Ebert, the first democratically elected president of Germany. We are an independent non-profit organization that promotes the core values of Social Democracy: freedom, justice, and solidarity – in Germany and with country offices in more than 100 countries worldwide. These values connect us with progressive parties and the international labor movement. As think tank we share knowledge and develop strategies on economic and social policies. In our political education work we support democratic practices and create spaces for exchange and public discourse.

Background

Historically trade unions have been an ‘organization of brotherhood’¹. However, this situation has been changing; today, about 40 per cent of the global labour force is female.² Working in low-paying, part-time and often under harsh working conditions, women, however, are underrepresented in leadership positions. With women’s membership rates averaging at 42 per cent in International Trade Union Confederation (ITUC) affiliates, the average representation of women in highest decision-making bodies is only 28 percent.³ At the same time, it will be of strategic importance for trade unions – who are struggling with member losses and political marginalization in many places – to strongly include women and their interests. Not only to build their membership base, but also to consolidate their societal influence.

Meanwhile, women in trade unions have been driving action to dismantle traditional and persistent structural barriers at the intersections of race, gender, sexual orientation, identity, and class. They have also been advocating through collective bargaining for economic and social justice, equitable and sustainable development and a just transition and have been raising their voice against gender-based violence, harassment, and exploitation. Against the background of the feminization of the labour force, female trade unionists have also been able to dynamize women’s participation in trade union movement and mainstream issues of female workers (e.g., equal pay, decent working conditions, access to social protection, care work). However, on the policy side as well, there is still a long way to go in many unions.

To continue bringing substantive changes in the world of work and unionism, it is important to reflect on the innovative approaches, share experiences and successful strategies, reflect on what went well and where there is room for improvement in establishing gender just unions and workplaces.

¹ ITUC, 2008. [Achieving Gender Equality. A Trade Union Manual](#), Brussels.

² <https://data.worldbank.org/indicator/SL.TLF.TOTL.FE.ZS>

³ https://www.equaltimes.org/IMG/pdf/women_in_leadership_en_final.pdf

Purpose of the Project

The goal of the project is to develop a practical tool that is accessible and helps trade unionists in their work towards gender equality. Against this background, the project wants to collect strategic core arguments for trade unions to include gender issues in their policy agendas and work towards more gender equal representation in leadership.

In addition, it sets out to identify and share transformative strategies for gender equality in trade unions. Thus, the author(s) will be tasked to take a closer look at strategies, ideas and methods applied in trade unions to address gender equality by the means of active participation (on different levels), advocacy, networking efforts and others. The project aims to map out strategies as well as specific methods which female/feminist activists in trade union movements have been using to put their strategic approach into action. The author(s) should also reflect on the question: In which situation the respective approaches are suitable to reach the transformative goal? What kinds of strategies and initiatives were successful in making unions more gender just and under which conditions?

The final product should be a practice-oriented handbook on “Transformative Strategies for Gender Equality in Trade Unions”. It should also distinguish (and possibly cluster) between different strategies/approaches and/or theories of change, which might include but is not limited to capacity building, mentoring programs, male champions, supportive unions, institutionalisation (e.g., gender coordinator, dedicated teams or units), inclusion of gender issues in collective bargaining efforts, lobbying for internal agenda setting.

By discussing and collecting these different approaches and methods the handbook should identify effective ways to address existing inequalities and bring about change. The handbook is intended to be used by FES offices and trade unions in Asia and beyond to reflect on work approaches and contribute more effectively to create a more just trade union movement.

Service specification

For the purpose mentioned above the contractor will be commissioned for three tasks:

1. Kick off workshop

In cooperation with FES team the contractor will plan a workshop with global and regional union partners and FES colleagues to brainstorm and conceptualize the objectives and methodologies of the handbook. The workshop will also serve as platform to identify good practice examples.

2. Drafting Report

The contractor will conduct research and write a report on the above-mentioned topic with an overall length of about 30 to 40 pages. Structure-wise it might include:

- A. Introduction
 - General overview of the topic; background on women and trade unions
 - Introduction to the structure and methodology of the handbook
 - B. Why unions should care about gender equality
 - Presentation of main strategic arguments
 - C. Analytical framework to analyse transformative approaches for gender justice in TU
 - Introduction of a basic distinction/differentiation of approaches
 - Mapping of identified transformative approaches
 - D. Detailed exploration of the identified strategies and applied methods used in the different transformative approaches; this should include practical examples
 - What are the central topics/issues tackled (e.g., representation; policy)?
 - What are the central strategies and methods applied?
 - How successful was the respective approach and on what factors did the success depend?
3. Validation Workshop
- In cooperation with FES team organization of a workshop to present the findings of the project with country offices and trade union partners
 - Collect and include feedback in the final draft

Timeline:

Milestone 1	Kick off workshop	End of July '21
Milestone 2	Finalisation of preliminary handbook concept	Aug '21
Milestone 3	Delivery of a first draft	Sept '21
Milestone 4	Validation workshop	Oct '21
Milestone 5	Delivery of the final report	Oct '21
	Finalisation of handbook: Support in editing and layout process	Nov '21
	Publication of the report	End of Nov '21

Requirements

- Close and regular communication and collaboration with the FES team
- Ability to successfully work remotely
- Availability to communicate via Email and Zoom

- Compliance with FES style sheet (will be provided), publication guidelines and academic standards

Application should include:

- A) Written outline of the research approach and concept (max. 2 pages)
- B) Budget plan, mentioning overall costs (in EUR or USD), expected daily fee and estimate of working days required (subject to negotiation and FES regulations)
- C) CV and examples of relevant work experience (including referencing of at least one relevant work/writing sample or project)

Terms of Payment:

For the services rendered, an honorarium will be paid in three instalments:

1st instalment (30%) upon signing of contract – June '21

2nd instalment (40%) after submission of a first draft of the report – Sept '21

3rd Instalment (30%) upon completion of the assignment – Nov '21

Any expenses associated with the fulfillment of this assignment shall be borne by the contractor. If additional expenses arise in context of the organization of workshops, these might be covered by FES separately, but are subject to coordination with project team. Travel expenses for the presentation of the outcome of the research will be borne by FES separately.

Please submit the required documents until the **31st May 2021** to priyanka.kapar@fesnepal.org.

Please note: The successful proposal will be chosen based on quality of research proposal (40%), qualification and relevant work experience (30%), cost (30%).

For questions please contact:

Priyanka Kapar
Program Officer
Gender Justice Hub Asia (GEHA)
Friedrich-Ebert-Stiftung Nepal
T +977-1-590 2608
E priyanka.kapar@fesnepal.org

Jonathan Menge
Resident Representative/Project Director
Gender Justice Hub Asia (GEHA)
Friedrich-Ebert-Stiftung Nepal
T +977-1-590 2608
E jonathan.menge@fesnepal.org