

A POCKET GUIDE ON GENDER EQUALITY

**SHARING THOUGHTS
AND GOOD PRACTICES
FROM 4 CONTINENTS**



INTRODUCTION

WE STILL HAVE A LONG WAY TO GO TOWARDS GENDER EQUALITY

The United Nations proclaimed 1975 as ‘International Women’s Year’. It was the first time that gender inequality was recognised as a universal problem. A few decades and many international women’s conferences later, **progress** has clearly been made: 173 countries guarantee paid maternity leave; in 139 countries the constitution recognises gender equality; 125 countries have penalised domestic violence; 117 countries have equal pay legislation; and women have equal rights to own property in 115 countries.¹

However, **gender inequalities continue to exist** in 2020. The gender wage gap is still far from being closed. Many women continue to experience difficulties in accessing education and the labour market. Care tasks remain too often a women’s prerogative.

For genuine gender equality to be achieved by 2030 – as agreed in the

Sustainable Development Goals (SDG 5) – we will have to seriously speed up the process.

The International Labour Organization (ILO) also recognises the importance of gender equality. Since 2009, the ILO has even considered this topic to be at the heart of the Decent Work Agenda – not only because gender equality is a matter of human rights and social justice, but also and above all because of women’s huge contribution to society and the economy. On the occasion of its 100th anniversary, the ILO launched a report on gender equality entitled ‘A quantum leap for gender equality: for a better future of work for all’.

As far back as 1919, the ILO had already adopted its first conventions on women and work. Why, then, has there been so little progress in this area over the last century? And what measures are needed to speed up the process? The ILO report

¹ – UNDP, Gender Inequality Index 2019



is very clear: **gender equality requires a transformation which will not happen organically.** We need to take measures in order to achieve real progress.

Gender equality requires a transformation which will not happen organically

Gender equality faces **many obstacles** in the labour market, but the common denominator is undeniably unpaid care work, which is largely carried out by women around the world. Indeed, these activities have enormous social, cultural and economic value for our communities. Therefore, it is essential that these **unpaid** care activities are recognised, reduced and redistributed.

In its report, the ILO suggests **various strategies** to achieve gender equality: **gender-sensitive legislation, strong social protection, good infrastructure and quality public services.** In societies where a combination of these strategies is implemented, the quality of life for both women and men will improve.

It goes without saying that representation is also key in the struggle to achieve effective gender equality. **Women must be able to make their voices heard in all areas,** so it is crucial for them to be present at all levels of decision-making.

WSM also believes that gender equality is fundamental in ensuring sustainable and inclusive development. Women make up half of the world's population. For that

reason, they are part of the solution, not the problem.

Together with social movements that operate on all continents, WSM prioritises social protection and labour rights for all. The fact is that women are more likely than men to find themselves in precarious working situations. They are the ones who suffer most from the absence of social protection systems. For that very reason, we advocate gender equality both within our organisation and among our partners in Africa, Asia, Latin America and Belgium.

What can you find in this pocket guide to gender equality?

We systematically consider equal rights and opportunities for women and men in the services we offer, in our advocacy work, in the organising and training of our members and activists and in our communication.

While there are many things happening, we are not all as far ahead in terms of gender mainstreaming in our organisations. Every person has development opportunities. However, there is no magic formula for achieving gender equality. **But GENUINE commitment is an indispensable condition to get there. It is a prerequisite to ensure a strong gender policy is implemented.**

Therefore, this pocket guide could be a valuable tool. We provide **concrete tips and recommendations**, but more importantly we share **inspiring real-life testimonies and stories.** For this, we pass the microphone to our partner organisations around the world. ●





FIRST PHASE



IT ALL STARTS WITH A CRITICAL GENDER ANALYSIS

Every action starts with being aware of an issue – a principle that certainly applies to this topic also. The starting point here is the perception that inequalities between men and women are **a problem in our society**. In this respect, a good understanding of the context in which we work is key.

What inequalities related to employment or social protection do we perceive in our society? What about equal rights and opportunities for women and men?

The internal functioning of the organisation is the second area that deserves critical analysis. This requires genuine commitment from the leadership.

What gender inequalities can be observed in our organisation? Is our organisation a social movement of and for both men

and women? Do our actions and activities contribute to achieving greater equality between men and women in society?

Some organisations call for **an external expert** to undertake a gender analysis. Other organisations entrust the task of performing this analysis to **a dedicated group of employees**. It is crucial that the largest number of staff members be involved to strengthen the scope of any subsequent action.

Below are some concrete guiding questions to assist you in preparing a gender analysis. We start with an analysis of society before analysing our functioning as an organisation.

The gender analysis will form the basis for setting priorities and drawing up a gender action plan. ●



CONTEXT ANALYSIS: “WHICH (IN)EQUALITIES BETWEEN WOMEN AND MEN DO WE ENCOUNTER IN OUR SOCIETY?”



A number of questions to be asked:

- Do women and men enjoy equal rights in all existing legislation? Is the legislation effectively applied?
- Are women and men valued equally in our society?
- What are the stereotypes encountered in our society concerning the roles carried out by women and men?

Gender inequalities still persist worldwide. Gender inequality is structural, takes many forms and occurs in all societies and environments. And yet, it does not present itself everywhere in the same manner. ●

PASS(ING) THE MIC TO...



Gregoria Apaza – A women's organisation Bolivia

“In Bolivia, women who wish to become self-employed face **opposition from men**. Our courses explain how to deal with this. We teach our female and male students about women's rights, which are poorly implemented in our country.”

Kondo Jigima – A savings and microcredit cooperative in Mali

“In our country, **tradition** dictates that **men own and cultivate the land**. Malian women take care of the children and the housework, which makes them very dependent. By restricting the allocation of loans to men, the banks also perpetuate this tradition.”

Our culture remains male-centred.

KSBSI – A health care organisation in Bangladesh

“In general, **our culture remains male-centred**. Within families, the father makes all the decisions. Men own the land. After a man's death, his sons or nephews inherit the land, while his widow hardly receives any benefits. Although our president has changed the inheritance legislation, in practice the old system prevails.”

CPFO – A centre for the promotion of working women in Haiti

“**Male chauvinism** is strongly rooted in our culture. It is passed on through the education of our children and by means of the customs in society. There are several gender taboos across all sectors of society.”

In our country, tradition dictates that men own and cultivate the land.

38 % of women reported wage discrimination.

National network on the right to social protection in India

“In India, the national network on the right to social protection has conducted some research on the construction industry. In the survey, around 38% of women reported wage **discrimination** and 33% declared that they have experienced **sexual violence in the workplace**. This discrimination makes it harder for women to find a job or get promoted.”

JOC – A youth organisation in Peru

“**We live in a macho society** and these **stereotypes** are more strongly present in some regions (the eastern and Andean regions) than in others (the coastal area).”

ACV-CSC – A trade union confederation in Belgium

“Even if inequalities have been removed from our legislation, much remains to be done on the ground to achieve genuine equality. In our country, women perform two-thirds of household tasks. Women are over-represented in part time work compared to men (43.5 % versus 11%). Only 63 % of women complete a full career. Altogether, **these elements result in a 21 % wage gap and a 28 % gap when it comes to their pensions**. In Belgium too, gender stereotypes are tenacious: a woman in a managing position is often spontaneously addressed as “the secretary.”



ORGANISATIONAL ANALYSIS: “WHICH (IN)EQUALITIES BETWEEN WOMEN AND MEN DO WE ENCOUNTER IN OUR ORGANISATION?”

We must also have the courage to analyse our own organisation. Women are very often underrepresented, most certainly at decision-making levels. Having said that, equal rights and equal opportunities amount to more than just

numbers and balances. Equality is related to the way an organisation operates, to how the qualities of both women and men are utilised and to the emphasis given to specific issues which are relevant for both women and men. It is also about the culture of the organisation. ●



A number of questions to be asked about gender-balanced representation:

- **Are gender data (M/F) kept up to date in the organisation?**
- **What do these figures tell us about the patterns of gender imbalance and inequality in our organisation?**

Gefont – A trade union confederation in Nepal

“In 2014, we conducted a gender audit and received the support of the ILO to do so. The need for a minimum of 33% of women in all the organisation’s bodies proved to be an important recommendation.”



**PASS(ING)
THE MIC
TO...**



UGT – A trade union confederation in Brazil

“Our statutes stipulate the implementation of quotas. The leadership must integrate a minimum of 30% women. This percentage is respected in the composition of the decision-making bodies of the trade union structure.”

We appointed a gender officer and developed a survey, which we disseminated widely.

KSBSI – A trade union confederation in Indonesia

“Our external gender audit provided strong evidence that investing in greater representation is essential for us. As a result, we have incorporated quotas into our statutes. We aim for the representation of 40% of both women and men in our decision-making bodies and in our activities.”

ANP – The union of journalists in Peru

“Fifteen years ago, we conducted our own gender analysis in our organisation. This revealed a disastrous state of affairs. As a result, we made the strategic choice to take action to achieve a better gender balance.”

We aim for the representation of 40% of both women and men in our decision-making bodies and in our activities.

ACV-CSC – A trade union confederation in Belgium

“At a congress in 2002, our union decided to invest in equality between women and men. Since then, a progress report is submitted to the General Council each year. It allows us to monitor the evolution of the number of members and activists according to their sex, and it provides us with an overview of the number of women in all decision-making bodies. The 2018 progress report showed that women account for 47% of our membership. Our trade union has 37% women activists and its national and regional decision-making bodies include 35% women. Therefore, more work needs to be done to achieve a representative and democratic trade union, but we are advancing.”

GRAIM – An organisation supporting mutual health organisations in Senegal

“In 2015, we decided to carry out a gender audit within our organisation, drawing on external support. We appointed a gender officer and developed a survey, which we disseminated widely. Then, a diagnosis was made based on the information that emerged. The results of the analysis have been widely disseminated within the organisation.”



A number of questions to be asked about organisational culture:

- Are there biases and expectations specific to men or women?
- How are meetings organised (duration, time, place, etc.)?
- What topics are prioritised, which topics are not sufficiently addressed? Do men and women hold different opinions on certain topics?
- Is there a willingness to listen? Is every person entitled to express his or her opinion?
- Can habits and traditions be questioned? Are there any taboos?



Within the unions, many men do not understand that achieving gender equality is part of the union’s mission.

Gefont – A trade union confederation in Nepal

“Women face a huge number of obstacles in our society. They are offered few opportunities and completely lack self-confidence. It is therefore proving very difficult to convince women to join the union and even more so to take on a leadership role.”

For women, the timing of meetings (evenings or weekends) is still challenging, as they cannot easily be combined with their care activities.”

KSBSI – A trade union confederation in Indonesia

“Both men and women are very strongly influenced by the patriarchal society in which they live. Women are not able to hold positions in the union because meetings are scheduled in the evenings or over the weekends. Many are not allowed to leave their husband and have to take care of household tasks.”

We regularly conduct debates on the importance of gender balance in actions, not just in words.

UGT – A trade union confederation in Brazil

“Some men resist giving visibility to women, which is an attitude dictated by our macho culture. However, women leaders themselves also hold on to certain taboos. This is why we regularly conduct debates on the importance of gender balance in actions, not just in words.”

ACV-CSC – A trade union confederation in Belgium

“We have developed a gender handbook including tips on how to work towards a trade union culture in which both women and men can feel at ease. Indeed, we have to admit that union culture is still very male-oriented. That becomes clear when looking at our habits, such as meetings taking place early or late in the day, the informal discussions following formal meetings during which the real decisions are taken, and the expectation that one is available at all times.”

Our training process allows us to listen to and understand each other.

JOC – A youth organisation in Peru

“Young people from all parts of Peru undergo our training programmes, which means various traditions and customs coming together. This makes it very clear that stereotypes persist. It goes without saying, for example, that girls must take care of their little brothers or sisters. Topics such as sexuality or abortion remain sensitive or even taboo. However, our training process allows us to listen to and understand each other.”

ANP – The union of journalists in Peru

“In Latin America, trade unions are very macho. Within the unions, many men do not understand that achieving gender equality is part of the union’s mission.”

We have developed a gender handbook including tips on how to work towards a trade union culture in which both women and men can feel at ease.



THE ANALYSIS OF ACTIVITIES: “ARE WE A SOCIAL MOVEMENT OF AND FOR BOTH WOMEN AND MEN?”

If we want to address gender inequalities, the best option is to take a two-pronged approach. On the one hand, we must undertake specific actions that focus directly on the promotion of gender equality. On the other hand, we must prioritise

the integration of the gender dimension in all aspects of the organisation’s actions (service delivery, advocacy work, communication...). ●

A number of questions to be asked:

- When developing programmes, are the needs and concerns of both men and women considered?
- Does the organisation provide regular trainings for its staff on theme related to gender?
- Is gender mainstreaming an integral part of the organisation’s policy?
- Are women and men equally represented in the organisation’s media and communications? Is sexist stereotyping prohibited?
- Does the organisation carry out specific gender-related actions?
- Does it have a gender action plan and gender budget?
- Is gender equality an integral part of its human resources policy?





We observe strong stereotypical ideas among both girls and boys when they are choosing their vocational training.

Gregoria Apaza – A women's organisation in Bolivia

"Domestic violence is very common in our country. Eight out of ten women have to face it over the course of their lives. We also observe a high percentage of violence in the workplace. We organise legal and psychological counselling for victims. In addition, we really put pressure on the Bolivian government to obtain its support for a new convention against violence at work during the ILO conference at the end of May 2018."

GK – A health care organisation in Bangladesh

"GK employs many women in all positions: from electricians to nurses, from security guards to doctors. It is only the top level of our organisation that is still heavily governed by men, even though two women have just recently joined the management team."

We bring women together in cooperatives. Together they are stronger and can make a difference in the labour market.

NDWM – The National Domestic Workers Movement in India

"We inform domestic workers about their rights. We organise self-defence courses. We help women workers negotiate with their employers. We put women in touch with each other so that they can share their experiences. When there are complaints, we support the worker in discussions with her employer. And, if needed, we go to the police to file a complaint."

AREDS – A local development NGO in India

"We grant small loans to women so that they can buy a small plot of land. This is exceptional because banks only lend money to men. We bring women together in cooperatives. Together they are stronger and can make a difference in the labour market. We teach girls about reproductive health care and fight against stigmas such as during their periods. This is how a change of mentality slowly but surely comes about."

Previously, a woman's access to a health centre depended on her husband's permission. Today, the number of women visiting our health centres has increased.

UTM – An organisation supporting mutual health organisations in Mali

"We have organised **awareness-raising actions** for women regarding free access to health centres. Previously, a woman's access to a health centre depended on her husband's permission. Today, the number of women visiting our health centres has increased."

UGT – A trade union confederation in Brazil

"Our organisation has a **gender action plan and a gender budget**. However, in the same way youth and discrimination based on origin are **not priorities on our union's political agenda**, gender is not either. Our women are struggling to preserve the space they have made for themselves and to give sufficient attention to the needs of women and men, which are not necessarily the same. However, we do not always find the space to translate this into activities or actions."

CEFOTRAR – A training centre in Rwanda

"We observe **strong stereotypical ideas among both girls and boys when they are choosing their vocational training**. Girls were largely underrepresented in masonry, carpentry, shoemaking or welding courses. Meanwhile, boys were largely underrepresented in sewing and hairdressing. A situation which we intend to remedy."

We developed a gender strategy. It serves as a guide when defining priorities for all projects and programmes.

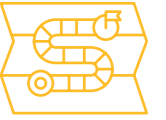
GRAIM – An organisation supporting mutual health organisations in Senegal

"In 2016, we developed a gender strategy. It serves as a guide when defining priorities for all projects and programmes. In doing so, we raise awareness among our colleagues on the key role of gender equality in fighting for a sustainable society."

We grant small loans to women so that they can buy a small plot of land.

ACV-CSC – A trade union confederation in Belgium

"In the General Council's annual discussion on the gender progress report, the priorities for the next year are also determined. Thus, in 2020, our union will make every effort to **increase the presence of women on the lists for the social elections**. This will enable more women to be elected in worker councils and committees."

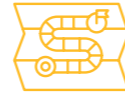


SECOND PHASE

ESTABLISHING A VOLUNTARY GENDER ACTION PLAN

A gender action plan tailored to the organisation is a good guide and tool for moving forward. It is important that this action plan provides the necessary means, both in terms of human and financial resources. The organisation monitors the action plan, assesses whether it

has reached its goals and introduces adjustments if needed. Therefore, the involvement of all members of staff is key. A good gender action plan includes gender mainstreaming measures as well as gender-specific interventions. ●



GENDER MAINSTREAMING MEASURES.



- Make sure that the organisation adopts an explicit gender policy, with programmes and procedures to promote gender equality.
- Train your staff (at all levels of the organisation) and make them co-responsible.
- Set gender targets for the recruitment and the promotion of staff members.
- Provide sufficient human and financial resources for more gender equality.

PASS(ING) THE MIC TO...

Women are represented at all levels of the organisation.

Gefont – A trade union confederation in Nepal

“We focus heavily on empowering women so that they can but also want to become leaders. In our organisation, a training on gender mainstreaming is also mandatory for men, leading to their greater awareness of the importance of gender equality.”

Gefont – A trade union confederation in Nepal

“We are proud of Gefont, which has adopted a strong gender policy. Women are represented at all levels of the organisation. And yet, it is still sometimes difficult for them to make their voices heard. This is largely due to the culture of our society.”

ANP – The union of journalists in Peru

“Our strategy focuses on **strengthening women**. We do this by training them and raising their awareness. Men attend these courses far less than women.”

In our organisation, a training on gender mainstreaming is also mandatory for men.

Conamuca – A confederation of women working in agriculture in the Dominican Republic

“Many traditions in our society are rooted in gender inequality. For that reason, our training for our members also focuses on religion and culture.”

KSBSI – A trade union confederation in Indonesia

“**Training women and developing their leadership** are essential. Many suffer from a profound lack of self-confidence. Indeed, our society still considers women to be second-class citizens. As a result, the training on gender mainstreaming is also mandatory for men in our organisation.”

Gregoria Apaza – A women's organisation in Bolivia

“Our organisation structurally works on gender issues. **We have an institutional gender policy.** Women make up 70% of our staff. Yet, we must admit that we have to train all our staff on gender, including men. We strive to **deconstruct male dominance** within our team.”

We have formally adjusted our vision and mission, and the commitment of the organisation's management team is apparent.

GRAIM – An organisation supporting mutual health organisations in Senegal

“In 2018, with WSM's support, we organised a **day of reflection** for all our staff during which we worked on the implementation of our gender strategy across our programme.”

We systematically examine the impact of our choices on both women and men.

JOC – A youth organisation in Peru

“Gender issues form an integral part of our organisation. They are explicitly considered in all our strategic decisions, in the composition of our decision-making bodies and in all the positions we adopt.”

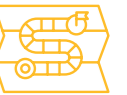
Gender issues form an integral part of our organisation. They are explicitly considered in all our strategic decisions, in the composition of our decision-making bodies and in all the positions we adopt.

CEFOTRAR – A training centre in Rwanda

“We clearly **formulated the progress we wished to achieve in light** of our gender analysis. We have formally adjusted our vision and mission, and the commitment of the organisation's management team is apparent. We train our stakeholders (male and female teachers, the parents and our students). We primarily seek to **increase the enrolment of girls in our vocational training programmes** which give them the possibility to earn a decent income. This has brought about positive results. Between 2014 and 2017, the number of girls trained in the construction sector increased from 3,5% to 26%.”

ACV-CSC – A trade union confederation in Belgium

“During our 2019 congress, we applied a gender test to all the topics covered. It meant that we systematically examine the impact of our choices on both women and men.”



GENDER-SPECIFIC INTERVENTIONS.



- **Organise affirmative actions to eradicate any existing discrimination or inequality, for example, by introducing quotas.**
- **Organise dedicated activities for women.**
- **Organise dedicated activities for men on gender equality. The participation of men is necessary to make progress on gender equality.**
- **Give girls and women a voice: ensure balanced participation in political and decision-making processes – while 50/50 is the ideal representation, the minimum we are aiming for is 40/60.**
- **Put in place a gender budget. This is an essential part of gender mainstreaming.**
- **Evaluate gender plans regularly and draw lessons from them in order to progressively strengthen your organisation's capacity in this regard.**



We organise workshops for journalists on the use of language which avoids gender-stereotyping and which is inclusive.

ANP – A union of journalists in Peru

“We organise workshops for journalists on the use of language which avoids gender-stereotyping and which is inclusive. We also encourage them to diversify their sources. Indeed, in Peru, the influence of the media on public opinion is huge; it is therefore essential to break these stereotypes.”

Gefont – A trade union confederation in Nepal

“In order to **encourage women**, we've put together a list of our Top 100 Women leaders.”

Gefont – A trade union confederation in Nepal

“We go to the factories to personally convince women to attend meetings. We build a relationship of trust. At factory level, **we organise study circles with women** where all kinds of gender-related topics are discussed.”

We work at all levels (district, provincial, national) with women's committees and implement this approach at factory level.

KSBSI – A trade union confederation in Indonesia

“We work at all levels (district, provincial, national) with **women's committees** and implement this approach at factory level. This helps women take the first steps to join the union. **As women do not speak out for themselves, we also develop a specific methodology to encourage them to do so.** Women are trained in negotiating and in self-defence. In our political work too, we carry out activities for women. For the time being, we have been focusing on the convention on gender-based violence in the workplace. And we often work together, in a network, with other organisations defending the interests of working women, for example with migrant organisations, domestic workers' organisations, etc.”

CPFO – A centre for the promotion of working women in Haiti

“As a women's movement we work mainly on sexual and reproductive health and violence against women. We organize training, but we also have a women's health center.”

We want women to be able to live decently thanks to their job. Therefore, we train a thousand women every year.

Gregoria Apaza – A women's organisation in Bolivia

“We want women to be able to live decently thanks to their job. Therefore, we train a thousand women every year to become cooks, bakers, seamstresses, farmers or shoemakers. We provide legal and psychological counselling to victims of violence. And we conduct major awareness campaigns to change men's and women's perceptions. An example of this was the *You are a 10* campaign, which included the slogan *Let's share domestic chores and enjoy the world together.*”

IYCW Asia Pacific – The international young workers movement

“Many of our actions in different countries revolve around **protecting women's rights.** In Sri Lanka, for example, we have taken action in the free trade zones to achieve better wages and working conditions. In Indonesia, we supported women workers in their struggle for the right to maternity leave. In the Philippines, we offer training to single women to increase their opportunities to generate income. As for Pakistan, we are helping sexually abused domestic workers to file legal complaints.”

GK – A health care organisation in Bangladesh

“At grassroots level, we are putting a lot of emphasis on **prevention** and **awareness raising.** We have recently conducted a campaign for 13-year-old school children on child marriage. We organise festivals that allow us, through theatre, to address difficult topics such as violence against women. At the level of the public authorities, we advocate for quality pre- and postnatal care. However, if we really want to achieve gender equality, **we will also have to invest in raising awareness among young men.**”

This income allows more women to join the mutual health organisation, which in turn increases the number of people gaining access to affordable medical care.

UTM – An organisation supporting mutual health organisations in Mali

“**We provide microcredits and give priority to women** in that regard. A small loan allows women to jointly purchase a plot of arable land. This income allows more women to join the mutual health organisation, which in turn increases the number of people gaining access to affordable medical care.”

Conamuca – A confederation of women working in agriculture in the Dominican Republic

“We develop **political training** on gender and rights, systematically addressing issues of importance to women, such as women's political participation, sexual and reproductive rights, violence against women, the care economy and social protection. We also conduct specific activities for men on the care economy, sexual and reproductive rights and the perception of violence.”

We have adapted our training modules to meet the needs expressed by girls.

CEFOTRAR – A training centre in Rwanda

“In order to make our dream of gender equality come true, we rely on different strategies. We have **gender clubs** allowing for joint discussions. We have adapted our training modules to meet the needs expressed by girls. An **affirmative discrimination policy** is implemented upon registration. As soon as they graduate, we accompany girls in their search for a job. We provide separate sanitary facilities for girls and boys. We clearly decided to invest in gender equality and it proves to be effective and sustainable. It is certainly related to the long-term strategy that we have implemented. We have also built alliances with other specialised organisations. However, we still have to combat cultural stereotypes and biases.”

ACV-CSC – A trade union confederation in Belgium

“All the federations and branches have **gender officers**. This principle also applies at national level. Once a year, we organise a study day dedicated to gender and every year, on the 8th of March, we carry out actions on the gender wage gap. The federations regularly take their own initiatives which specifically address their sector. Thus, the Metal federation regularly brings together a group of women activists whom it empowers so that they can make their voices heard (in this male-dominated sector). For its part, the Food and Services federation, which organises domestic workers, conducted a survey and took action on the issue of gender-based violence in the workplace. Finally, the federation organising white collar workers, including in the cultural sector, brought together dancers who were frequently victims of excessive verbal and physical behaviours in their place of work.”

Gefont – A trade union confederation in Nepal

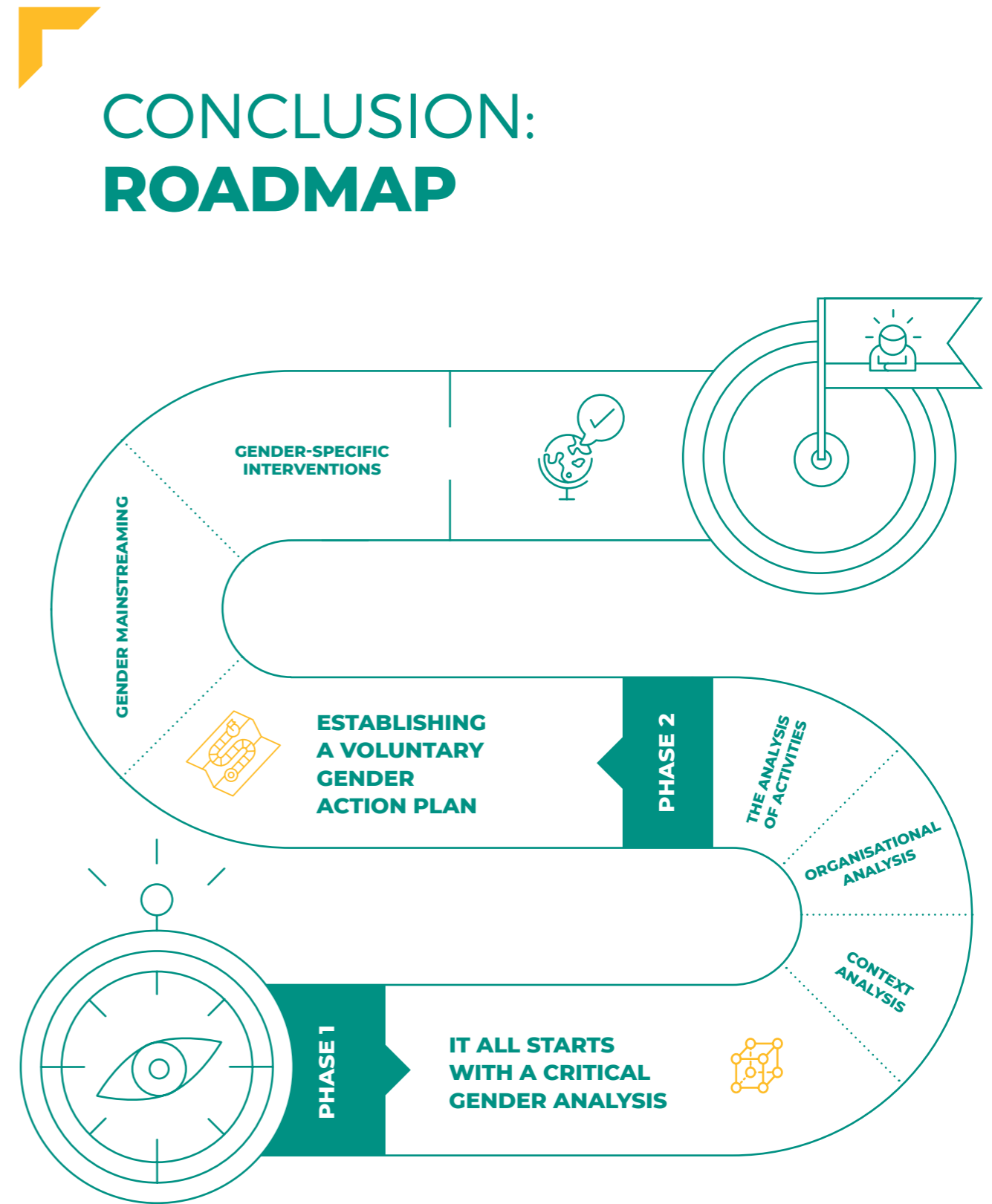
“Our statutes have been adapted as a result of the gender analysis. This was a fairly quick process, as the organisation’s leadership perceived the inherent benefits. Today, women account for 40% of the National Executive Committee, including one vice-president, one out of two national secretaries, and three out of seven secretaries. However, convincing women to take on a leadership role remains difficult, their main obstacle being their triple day of work.”

We clearly decided to invest in gender equality and it proves to be effective and sustainable.

CGTB – A trade union confederation in Benin

“We empower women leaders. We encourage them to become mentors for young women. We also encourage women leaders to take on and accept responsibility in positions such as President or General Secretary. Importantly, they should not limit themselves exclusively to the departments that are ‘traditionally’ entrusted to them, such as women’s issues or social affairs.”

Every year, on the 8th of March, we carry out action on the gender wage gap.





GENDER GLOSSARY



Sex:

refers to biological differences between males and females. For example, women give birth to infants and have breasts.

Gender:

set of characteristics and roles considered 'typically' masculine or feminine. Gender refers to the social construction of a man or a woman. Gender roles are socially and culturally constructed and can therefore be changed. This hierarchical relationship is often characterised by inequality that disadvantages women.

Equality between men and women:

the principle that women and men should enjoy equal treatment and should not suffer any discrimination based on their sex. In other words, the rights, responsibilities and opportunities of individuals cannot depend on their sex. However, gender equality does not mean that men and women are identical. In a situation of gender equality, they both contribute equally to all spheres of society.

Gender mainstreaming:

a strategy to strengthen the equality of men and women in society. Gender mainstreaming means that at all stages, at all levels and in all areas of decision-making, an organisation considers its potential impacts on women and men.

Empowerment:

the process of enabling individuals and/or communities to create opportunities and conditions that help them to increase control over their lives and their environment, and to be able to change them.

Affirmative action:

any measure that is intended to eliminate discrimination against a particular group within the organisation by giving it additional support, without lowering qualification requirements.

Quota:

fixed and mandatory share of an underrepresented group. Failure to comply with this standard sometimes results in a penalty.

Gender-balanced representation:

the number of female or male mandates is proportional to the number of female or male members of the organisation.

Parity:

equal representation of women and men.

1/3 rule:

a dominant culture can only be broken if the organisation includes at least one-third of a minority. It calls for a minimum presence of 33 per cent so that the least represented group is no longer dealt with on the basis of its own (stereotyped) characteristics.

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A POCKET GUIDE ON GENDER EQUALITY

Sharing thoughts and good practices from 4 continents

In 2020, **inequality between men and women remains undeniably present**. There is no magic formula for achieving gender equality. However, it is clear that a real commitment is the crucial condition to achieve this goal. That is the key to implement a strong gender policy.

This brochure aims to be a guide for organisations to organise an **in-depth reflection** regarding the different stages on the road to gender equality. We give **tips and concrete recommendations**. Above all, we share **inspiring stories** taken from reality. To do so, we let partners from all continents share their experiences. In this way we hope to strengthen each other in our search for equality between men and women, all over the world.

