



# **SUMMARY: GENDER STRATEGY MONDIAAL FNV 2021-2025**

August 2022

**Mondiaal** 

**Mondiaal FNV is committed to a world in which everyone can be themselves and workers of all genders have equal opportunities and rights. In this document we present a summary of our gender strategy 2021-2025. How do we work on gender equality in trade unions and in the workplace?**

## CONTEXT

### Women's participation in the labour force

As reported by the International Labour Organization (ILO) in 2022, all over the world, women find it more difficult than men to find jobs; even where they do, they end up in precarious working conditions. ILO's current global labour force participation rate for women is just under 47%. For men, this is 72%. Women continue to have fewer rights than men in the workplace. They are more likely to be dismissed, are less likely to be given a contract and often do not have a good social safety net, for example if they work in the informal economy.

### The consequences of the COVID-19 pandemic

The COVID-19 pandemic of 2020/2021 has increased the already existing socio-economic inequalities in most societies, including gender inequality. Women have lost their jobs and income, and they are heavily burdened with unpaid care and household chores. They have also found themselves increasingly being pushed into informal work, with the result that their rights are disregarded and violated even further. The widespread increase in domestic violence during the pandemic - across countries and continents - has also heavily impacted women in the past two years.

### Women's voice and representation

According to the latest World Bank figures, women represent almost 40% of the paid workforce worldwide and women's membership in the International Trade Union Confederation (ITUC) averages 42.2%, according to the ITUC Gender Equality Survey 2017. However, women are still significantly underrepresented in leadership positions. In fact, in the highest decision-making bodies of ITUC-affiliated unions, only 28% of members are women.

## OUR STRATEGY

### Basic principle

Our basic principle is: 'Women will be attracted to membership if they see that unions work for women in practice, addressing their issues and representing them effectively. And women want to play an active role in a union that is open to female union leadership'.

### Which sustainable development goal is central?

SDG 5: Achieve gender equality and empower all women and girls

### Strategic ambitions for gender equality

- We want to contribute to genuine democratic unions with fair representation and that also take up women's specific concerns.
- We want to make sure that more of the projects we support contribute to improving the rights of women workers.

### Challenges in the project countries

Our partners encounter many challenges in their efforts to achieve gender equality. They often lack knowledge about how to involve women in trade union work. Women attend meetings but tend not to voice their concerns or opinions. And women in leadership positions often lack influence and power. In order to attract women, it is important that they are able to identify with the trade union movement.

## GOALS

Together with our project partners we strive to achieve:

- Proportional representation of women both in trade union membership and leadership;
- Women becoming united;
- Themes that are particularly important to women becoming a top priority on the trade union agenda;





- a gender lens being incorporated into all policies, programmes and activities;
- Equal access for women to decision-making positions within trade unions.

#### How?

In bringing our gender-related ambitions to fruition, we first and foremost look into our role as a Trade Union Solidarity Support Organisation. In that capacity:

- Mondiaal FNV will use a gender lens in all programmatic operations, at all levels;
- All Mondiaal FNV partners will have a strategy on gender equality. Support in accomplishing this can be provided by, among others, Mondiaal staff;
- All Mondiaal FNV partners will show improvement in areas relating to gender equality during the course of receiving Mondiaal FNV support, as a requirement for continued collaboration;
- Mondiaal FNV will support partners in conducting gender analysis and developing gender strategy regarding improvement;
- While gender measures are conditional for funding, (representative) southern ownership will be the deciding factor in developing the actual strategy, setting the agenda, and ensuring the approach is context-sensitive;
- No targets will be imposed.

The approach will be context and union-specific and should leave room for trial and error. Together with partners, Mondiaal FNV will assess which measures are

already in place, and partners will set priorities regarding measures to be taken for the following year. Continuous progress is required throughout the whole project period, and new targets will be gradually added.

Mondiaal FNV will also strengthen gender awareness, sensitivity and capacity amongst its own staff. Furthermore, Mondiaal FNV also promotes trade union and workers' rights within the Netherlands and at the international level, often in close cooperation with our partners. For some years, Mondiaal FNV has actively promoted the new ILO convention on Violence in the Workplace (C190). In the future, we will make sure that we mainstream gender in our other lobby and advocacy work, and that we are more active in promoting the rights of working women.

#### At the very least we promise to:

- Guarantee equal representation in Mondiaal FNV's own representations to external parties, in the delegations we invite, in the speakers we invite, and so on;
- Make sure that at least 50 per cent of the time and money dedicated to our total lobbying and advocacy programme is allocated to gender concerns, both within our corporate lobbying and within our lobbying in sectors;
- Reflect gender equality on our website and in other means of communication;
- Include a gender perspective in all research commissioned by Mondiaal FNV, and make sure researchers have gender-related expertise.

Photography: Compass Media, Roderick Polak

## **ABOUT MONDIAAL FNV**

Mondiaal FNV is the international solidarity and support organisation affiliated with the largest Dutch trade union federation, the FNV. We believe everybody has the right to collective bargaining, a living wage, social protection and good working conditions, in other words, decent work.

Decent work can only be achieved when trade unions are capable of negotiating freely with employers, and are in a position to do so. That is why we support workers, their trade unions and NGOs supporting worker's rights in over 100 countries worldwide. We reach over 20 million working people through our work in Africa, Asia, Latin America and the Middle East.

Mondiaal FNV supports unions in improving their skills, becoming strong social partners, creating decent jobs and defending the fundamental rights of workers in both the formal and informal economy. Achieving gender equality and ending child labour are central throughout our programming.

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