Gender working group Survey
“Gender equality within CDN membership”

1. Introduction

Gender working group of CDN has been established in 2005 as international working group active in spheres of gender equality, women rights and LGBT. It keeps very broad understanding of these terms in order to provide platform for exchange of information and standpoints, dialog, debates and actions to wide audience. Its primary target group are youth activists from all countries in Europe, interested in contributing to the mentioned field in Eastern European context and arena. Gender working group is official part of CDN structure and as such operates with and within its Member and internal and external Partner organizations.

This report is a result of a survey conducted by Gender Working Group in the autumn 2014. Most general aim of the survey was to assess Gender equality in CDN Member and Partner organizations and get clearer picture on current situation in organizational structure.

As GWG works in different countries and different backgrounds its terminology is not very strict. We took gender as frame term, but referred to men/women and LGBT as separate entities. After a consultation with organizations and discussion in GWG itself we here defined questions with only men/women duality, eventhough CDN stands against gender binary and strongly support all gender identities.

Results of this research are predicted to be used by CDN Gender working group as starting point in shaping its strategies and action plans towards Strategy on internal structure gender development for youth organizations. However they are, in agreement with all organizations who provided answers, eligible for wider use from all interested sides, with previous agreement of Gender working group. If you are interested for this, or have other ideas, or want to cooperate with Gender working group in general please contact petra@cdnee.org.

2. Participating organizations:

Organizations participating in this survey are Member and Partner organizations of CDN. This includes young Green political organizations (either independent or youth wings of mother parties), youth movements with focus on social issues and NGOs predominantly orientated to ecological issues.
Due to their involvement in CDN and international activism, all organizations were assumed to have staring awareness on gender equality, that relay on acceptance of Gender equality policies within CDN Political platform.

- Total number of organizations that participated in the survey is 12. Out of those 4 are from EU and 8 from Non-EU countries.
- Duration of organizational activity and here organizations very differ: 1, 2, 4, 6, 8, 9, 14, 18, 20, 25 years.
- Membership in this organizations differs according to following chart:

<table>
<thead>
<tr>
<th>Membership Range</th>
<th>Number of Organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - 50</td>
<td>[4]</td>
</tr>
<tr>
<td>50 - 100</td>
<td>[2]</td>
</tr>
<tr>
<td>100 - 500</td>
<td>[4]</td>
</tr>
<tr>
<td>500 - 1500</td>
<td>[1]</td>
</tr>
<tr>
<td>More than 150</td>
<td>[2]</td>
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</tbody>
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3. Aims of the research

With this survey Gender working group aimed to get insight in inner structure of gender equality within CDN Member and Partner organizations, providing suggestive path for Gender working groups Action plan in 2015.

In more specific terms we wanted to examine gender statistics in
- membership structure
- organizational structure
- international gender activity

Subsequently in two-ways communication with our Member organizations during this process we could jointly ass their knowledge/resource capacities to raise gender equality on inner plan within organizations and their actions.

As final outcome, we want to raise communication and cooperation among Gender working group and CDN Membership, thus raising trust and opportunities for fruitful joint actions in the future.
4. Methodology and process

Research was conducted in form of online survey. Questions were of mixed type, providing space for open or pre-defined answers. Numerical answers were organized in form of from/to relations.

We are aware that this format may give very broad and sometimes not accurate data, however when preparing the survey we tried to create categories that are also reflecting progress line of organizational development and we relayed on corner stones data from more experience organizations.

Questions were aiming to provide data on issues and in sphere of interest of Gender working group, but being limited with estimation of actual capacity and provisional actions spheres.

Since non of the data does not exit from public sphere, survey was not anonymous, and we exclusively in several fields, when it was important for results asked for naming of organization or responsible people. These data will not be published, but can however be accessible in communication with Gender working group and respected organization.

5. Direct results

Data will be analyzed in three sectors:
1. Membership structure
2. Organizational structure and decision making
3. International gender work

1. Membership structure:

A) Estimation of women/men participation in membership:

- W-80% M-20% - 1 organization
- W-70% M-30% - 3 organization
- W-60% M-40% - 3 organization
- W-50% M-50% - 2 organization
- W-40% M-60% - 2 organization
- W-30% M-70% - 1 organization

B) Estimation of LGBT membership within organizations:

- 3 organizations states 0% or possibly 1 member
- 4 organizations estimate LGBT to be around 30% of their membership
- 1 organization claim 2%
- 3 organizations have no data
2. Organizational structure and decision making:

A) Leadership representation (political, legal, public):
- 7 organizations have 50% men and women
- 4 organizations have more women
- 1 organization has more men

B) Gender representation in Board/Executive Committee:

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Number of Organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>W-10% M-90%</td>
<td>1</td>
</tr>
<tr>
<td>W-30% M-70%</td>
<td>2</td>
</tr>
<tr>
<td>W-40% M-60%</td>
<td>1</td>
</tr>
<tr>
<td>W-50% M-50%</td>
<td>5</td>
</tr>
<tr>
<td>W-60% M-40%</td>
<td>1</td>
</tr>
<tr>
<td>W-70% M-30%</td>
<td>1</td>
</tr>
<tr>
<td>W-80% M-20%</td>
<td>1</td>
</tr>
</tbody>
</table>

C) LGBT representation in Board/Executive Committee:

- more than 80% - 1 organization
- between 40-60% - 1 organization
- between 20 and 40% - 1 organization
- less than 20% - 9 organizations

D) Gender representation in administrative work of the organization:

- equal share of men and women - 8
- more women - 1
- it varies – 3

E) Gender representation of financial managers in organizations:

- women – 11 organizations
- men – 1 organization

F) Is gender equality subject to regulations within internal documents:

YES - 8 organization
NO – 4 organizations
G) Do you have post responsible for Gender matters:

YES – 3 organizational
NO – 9 organizations

3. International gender work:

A) Representative in CDN Gender working group:

YES – 8 organizations
NO – 3 organizations
I do not know – 1 organization

B) Representative in other international gender body:

YES – 8 organizations
NO – 1 organization
I do not know – 3 organizations

Annex 1: Statement about gender regulations from organizations internal documents
Annex 2: Examples of Gender actions, either externally or internally orientated

6. Contextual analyses and potential action plans:

Number of organization we have here is rather low to make any strict conclusions. Also sample of organizations is very diverse and thus its very dangerous to extract conclusions without knowing context of organization and its arena of work. On the other side, this survey did confirm some of the our previous observations. So here we will focus on main features and try to set bases for further actions.

Membership balance is on women side. In some organizations its slightly in some reaches discrepancy higher than 30%. Hereby we have 7 organizations that have 50% and more women. This is also complementary with experience of applications to the international educational events, where in average more than 60% of applicants are women. This is very much connected with a picture of women in public life, which differs when political and civil society organization is in question. This duality can be also presented as duality of decision making and care work. It would be interesting to examine its historical line of development (especially connected with anti and post war movements). It is very much dependent on how culturally responsibilities are divided between mend and women and in this light would be interesting to organize parallel analyses of organizations with opposite gender balances.
When it comes to organizational and responsibilities structures within organizations results show majority of nominal equality of men and women. Most of the organizations claim same/similar percentage of both genders represented in the posts and bodies. Now, as we said on the beginning all organizations submitting answers are green and as such already agreed upon this nominal equality. Thus, may be interesting to see what comes first (egg-chicken :D). Meaning, if balanced positions are product of value action or good tool to achieve it. Also big question is If numerical equity corresponds with power equity within work of these bodies.

Reason why we wanted to include statistics on LGBT membership was dual. Prior aim is to see if young green organizations are organizations that LGBT activists recognize as their activism habitat. This is very suggestive and we do not draw any negative conclusion from given results, apart from stating that in some organizations it works very well and that we may try to get those examples into public as successful stories, learning from their experience. Having organizations that stated that they do not keep records on this, may be understood as very nondiscriminatory membership policies or maybe as lack of awareness on potential discrimination stratum. Its interesting that all organizations answered numerically on percentage of LGBT representation in Boards, even tho in membership question they stated that they are not keeping records. Again not going into too much analyses, we would dare to say that this confirms that this part of people identity is something that is talked through within organizations and that awareness exists on personal level and in interpersonal communication. It would be very indicative to see how this questions result in youth wings of other parties or NGOs of single topic interests that are not associated with the Greens.

One of the most depicting results was question of financial responsibility, where 11 out of 12 organizations said that its women being in charged for this sector. Further questioning needed, but again as in first case, its pointing out different relations between genders and trust. Tis may lead to interesting discussions about household economy holders, house work labor and responsibilities division and even further being compared with public money management and gender scene behind it.

Going a bit further into understanding gender culture of organizations we work with we wanted to see how they regulate gender equality (if they do). This is very direct pointer towards level of awareness, but also about envisioned aims within it. Two thirds (2/3) of organizations said that they are having documents, or parts of documents that are giving basic regulations of gender equality. At the same time ¼ of organizations have a specific post that is moderating this process. Annex 1 is describing this more in details, but for now its also material to be used as good practice model (examine its effectiveness, possible counter results, resources needed, method outreach...etc.). Lack of these documents and posts does not unilaterally state about lack of care for gender equality. However, their existence does state about devotion to make equality sustainable and advancement easier. Common meetings where these structures can be discussed may bring to very productive organizational learning, upgrade of practices and documents and also produce clear guidelines that can be used wider than our movement.
For the end, we took a note about organizations international work on gender issues, which gives rather encouraging numbers. We are sure that there are many good gender initiatives on local, regional level whose stories may be very useful to our network (and wider) and whom we could also help and support by spreading the word and potentially mobilizing more members. Cooperation with such initiatives is one of highest priorities. On the other side, more interesting indication are I do not know answers, since this state a lot about sustainability of international work in local organization context, about communication between international working groups and local organizations and need for mechanisms of sustainable transfer of knowledge.

7. Conclusions

Gender equality is field of action that CDN and its members are very loud and active. It is our line that gender equality can not be achieved until we change set of thinking and embed equality in every action and line. Thus, preforming organizational structures are also subject of our interested. Structures are always dependent on context, aims and resources but we must have gender equality within them as high priority. This survey showed directions where to act, but more importantly it showed willingness of the organizations to devote time and efforts to internal equalization.

Annex 1 – Internal regulations concerning gender in interviewed organizations

- Gender equality to be established in Board/Executive Committee and other posts, that are counting more than 1 position
- Spokespersons must be of different gender
- Gender equality in Political activism is essential for Green political organizations, thus it should be established on every level
- At least one third of Board must be of a different gender

Annex 2 – actions in the sphere of gender conducted by interviewed organizations

- Statements concerning different LGBT/Women rights related issues in daily politics
- Women economic emancipation actions connected with Labor day protests/celebrations
- Big car small penis campaign – combining different aspects of gender issues
- Movie nights with topic of gender based violence
- Different actions and workshops on role of men in gender mainstreaming
- Education seminars on different aspects of gender issues for various target groups
- Panel debates on LGBT rights in Left movement
- Seminar about efficient methodology for Gender activism
- Discussion with authorities about gender quota system