



Funded by
the European Union



Gender equality within youth organizations

A brief analysis in Romania, Spain and Portugal



Introduction

As part of the European project **OBLIO - One Bridge for Lifelong Inclusive Organizations***, coordinated by Centrul de Voluntariat Cluj-Napoca (Romania), in partnership with Graal (Portugal) and Cazalla Intercultural (Spain), we conducted an inquiry process to get to know youth organizations' perspectives and practices regarding gender equality.

125 organizations answered an online survey, designed by the partnership, and the main results are presented on the following pages.

We believe our survey attracted responses from the organizations that are most interested and involved in the topic of gender equality, which introduces some bias. The results paint a positive scenario and **yet we can see there are still steps to take towards gender equality in these organizations!**

Despite these reservations, it makes sense to share the collected data: **our analysis reveals signs of the persistence of inequalities and provides some information on what has been done by youth organizations in order to promote gender equality.**

*OBLIO is funded by Erasmus+ Program and aims to contribute to capacitate youth organizations with tools to become more egalitarian, safe and inclusive contexts.

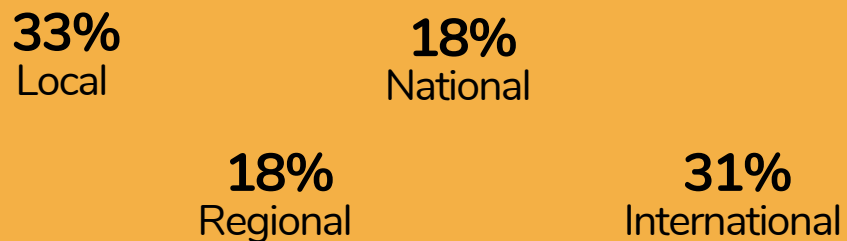
Who answered this survey?

125
organizations

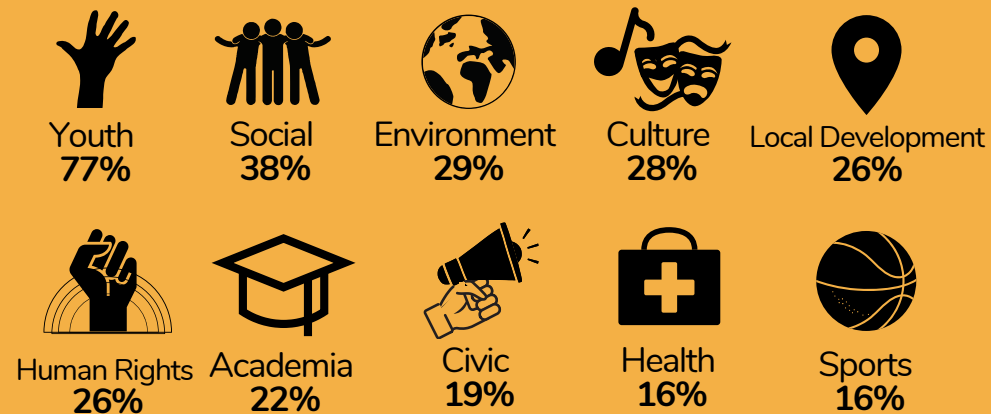
Country



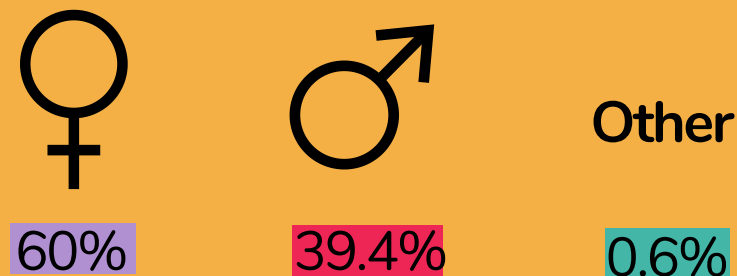
Area of activity



Fields of intervention

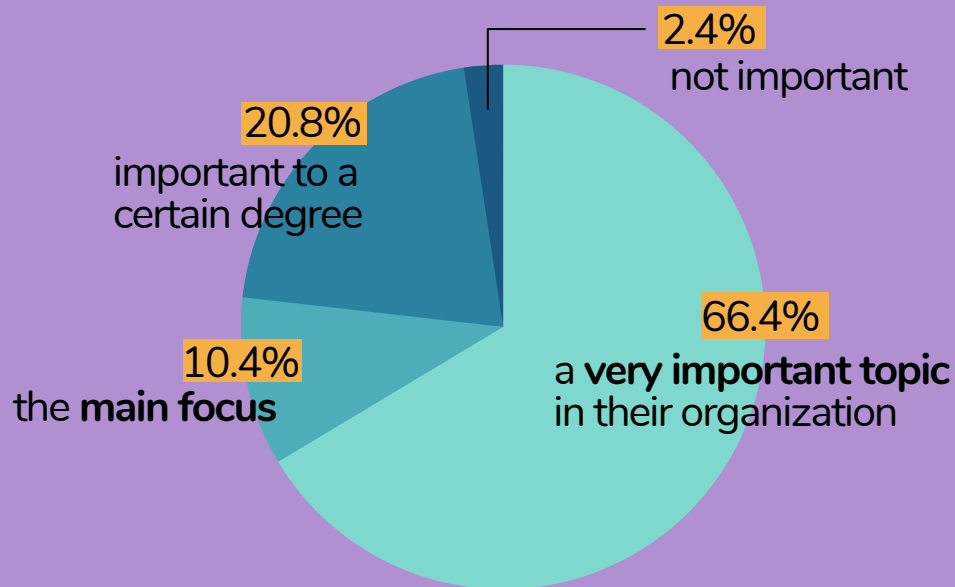


Gender distribution of the people involved in these organizations



Importance of gender equality

According to the respondents, for these organizations, gender equality is...



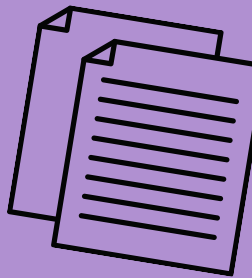
When comparing with society...

- < 77% consider that they are **more** egalitarian than society.
- = 21% consider that the organization is **as egalitarian as** society.
- > 2% consider they are **less** egalitarian than society.

References in strategic documents to gender equality and non discrimination

26% do not reference gender equality and non discrimination in their strategic documents.

[8% don't know how to answer this.]



Activities promoting gender equality

As stated by the respondents, **52%** of the organizations promote some activities about gender equality, mostly targeting their volunteers and beneficiaries.

However, most of these activities occur occasionally and they include:

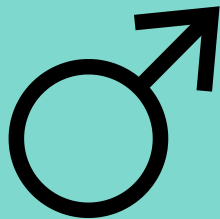
- Campaigns
- Workshops
- ▲ Courses
- Gatherings
- Seminars
- ▲ Debates
- Lectures
- Awareness actions

Leadership of the organization

The person with more responsibility and power in the organization is...



44,8%



53.6%

Other

1.6%

These results lead us to conclude that, **despite the majority of people involved in youth organizations being women - 60% (page 2) - the leaders tend to be men.**

If we take a closer look at the countries reality, **we can see that this tendence is the same in each one.** For example, in Romania's case, the percentage of women as leaders is close to half (49%), bigger than in Portugal or Spain (both 42%), but women's participation in youth organizations is also bigger (close to 75%).



Gender specific tasks

When asked about whether there are gender specific tasks in their organizations, the majority of the respondents say no. Nonetheless, **17%** consider there are gender specific tasks in their organizations. Some of the examples given are:

Men

Tasks that require technical skills

Tasks that include force

IT programming

Sound systems

Women

Cleaning

Marketing

Animation

Graphic design

Sexual education for women

Kitchen related tasks

Human resources

Phisical and emotional care

Tasks that require more attention

Representativeness of women and men

Guest speakers

According to the respondents, when inviting speakers to conferences or activities the organizations promote, only **47%** of the organizations try to include a balanced number of women and men.



Language

About using **gender parity language** in their communication tools and platforms...

42%
always use

41%
sometimes use

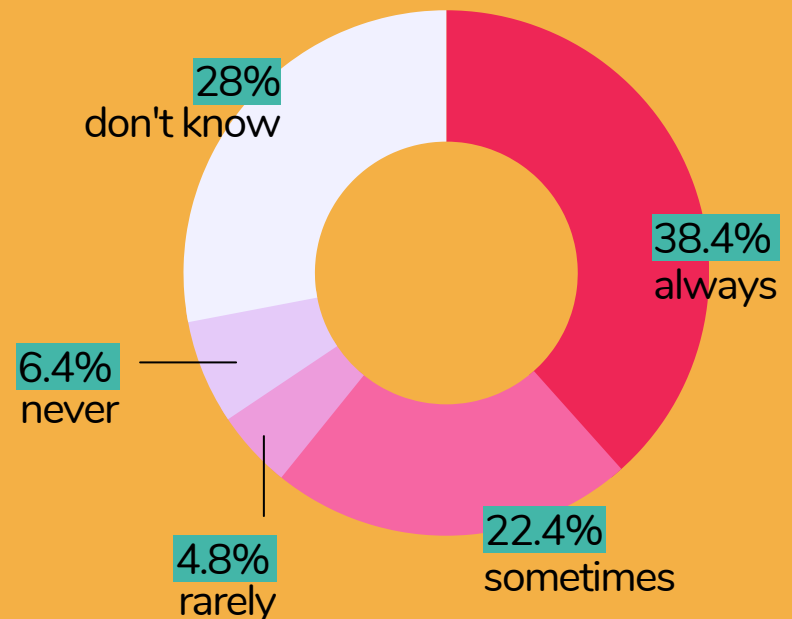
9%
rarely use

7%
never use

1%
don't know

Speeches and images

Regarding the organization's communication on their platforms, the answers let us know that at least **34%** don't always use images and speeches free from gender stereotypes and that refuse roles traditionally assigned to women and men.



A considerable number of the respondents don't know how to answer this specific question (**28%**).

Sexism and gender-based violence

17%

of the respondents knows someone who has **experienced sexism or gender-based violence in their organization.**

Measures to address sexism or gender-based violence

Only **34%** have specific measures to address sexism or gender-based violence incidents that might occur in the organization. Some of the examples given are:

Measures to prevent:

- Campaigns against violence
- Trainings for youth workers
- ▲ Specific protocols
- Monitor and observe the behavior
- Bring the topic of equality to the internal agenda

Procedures to deal with specific cases:

- ▲ Internal reporting procedures
- Termination of voluntary contracts
- Suspension of membership
- ▲ Mediation
- Consultations with professionals

LGBT+ people

While **63%** of the respondents say that in their organization, there are **inclusive and non-discriminatory measures** towards LGBT+ people, a vast majority (**90%**) consider that **people** from this community **can openly assert their identity.**

9%

consider that LGBT+ **people can not openly assert their identity.**

In conclusion

From the data collected, it is possible to conclude that **gender equality has not been fully achieved in all the youth organizations inquired** and that the involvement of women and men in this sector seems unbalanced.

These inequalities become clearer when we look deeper into the answers given:

Women are underrepresented in leadership positions in youth organizations.

To a certain degree, **the distribution of tasks between women and men appears to be biased.**

In terms of communications, the organizations still have a lot of work to do in order to **eliminate ways of communication that perpetuate stereotypical ideas** of what being a woman and a man is.

Sexism exists in the youth sector and the **organizations are not entirely prepared** to deal with those situations.

Nevertheless, the answers lead us to conclude that **these youth organizations are aware of gender equality issues.** However, the described tools and methods for consistently promoting gender equality are in most cases vague, **leaving room for improvement.**

By bringing a **more structured approach** to gender equality in the responding organizations, and even more in other youth organizations in our countries, **we can hope for progress towards a society with equal opportunity for women and men.**

The majority of the youth organizations that answered the survey consider that they are more egalitarian than society. **This is a good indication that increases our expectations for society's progress towards a future with equal opportunities, rights and representativeness for women and men.** It also shows the important part youth organizations can play by making efforts to promote gender equality through their practices and activities.

oblio