

# Call for Tenders

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If you are interested in this service and identify with RLS's values and objectives, please send your application, including a **resume**, a **cover letter** and your **quote** (net prices, and specifying the price per day).

To:  
**VSEVOLOD KRITSKIY**  
**PROJECT MANAGER**  
[Vsevolod.kritskiy@rosalux.org](mailto:Vsevolod.kritskiy@rosalux.org)

Deadline is 05 / JUNE / 2023  
/ 11:59 AM CET.

This Call for Tenders for a Mapping of Trade Union Gender Discrimination Policies is issued in the framework of the RLS Geneva Office, which wishes to continue its work in the field of international trade union politics, in particular on SOGI within the international and multilateral structures, including the trade union movement. This research is being requested in the context of an assault on LGBTQI+ rights across the world, with right wing and conservative forces sponsoring extremist propaganda and pushing through dangerous legislation that directly affects the health and lives of women and LGBTQI+ individuals. Given this background, a coordinated left response is needed to pushback against the ongoing marginalisation campaigns. Trade unions play a key role in protecting workers and communities, and this research aims at identifying the ways in which the international trade union movement can be a more effective frontline defender of women and LGBTQI+ communities against the assault on their rights.

For this, RLS Geneva is looking for a consultant for a 3-month project to research and produce a Mapping of Trade Union Gender Discrimination Policies. The Office seeks an overview of Global Union Federations' policies and work on gender discrimination that is explicitly intersectional, moving beyond a binary analysis of gender towards a more integrated approach, to explore the following questions: What is the level of understanding of gender, gender equality and mainstreaming, as well as SOGIESC rights, within the international trade union movement? What approaches, strategies and policies are being pursued by global and regional union federations, and are they prioritised? How are workers with diverse SOGIESC being included into these policies, as target groups and decision-makers? How has the international trade union movement responded to the assault on LGBTQI+ rights that communities around the world have been experiencing over the last few years?

## Summary of the tasks:

- Literature review of existing work and trade union documents and publications on the topic
- Interviews with trade union officials (with the assistance of RLS in contacting the relevant unions and individuals)
- An analysis of the collected secondary and primary data
- A set of recommendations for the international trade union movement (public) and a proposal for potential further research, case studies, projects, and partnerships for the RLS Geneva Office (internal)
- Participation in an online/in-person launch event

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**About us:** The Rosa-Luxemburg-Stiftung is an internationally operating non-profit organisation for civic education affiliated with Germany's Left Party. It is a discussion forum for progressive political alternatives and a centre for critical thinking and research both in Germany and throughout the world. The Geneva office serves as the liaison office to the UN institutions in Geneva, but as well works thematically towards the issues of global social rights, socio-ecological transformation and transnational organizing.

**About you:** We are looking for candidates with proven experience in conducting high quality policy oriented research on gender studies, SOGIESC issues, and labour. Familiarity with the international trade union movement and good knowledge of issues faced by LGBTQI+ communities is necessary. A PhD in gender studies, anthropology, sociology or related field is an advantage.

Excellent command of English (German and/or French additionally is an asset).

Experience in working with progressive organizations and political education would be an asset.

**Timeline:** The contract starts on 07/JUNE/2023 and the service should be completed by 07/SEPTEMBER/2023.

**Award criteria :** 50 per cent price, and 50 per cent experience.

Only the selected applicants will be contacted.