

CALL FOR PROJECT PROPOSALS FOR THE STEELWORKERS HUMANITY FUND

WOMEN'S INTERNATIONAL SOLIDARITY PROGRAM



WORKING TOGETHER
TO ELIMINATE POVERTY



ABOUT THE STEELWORKERS HUMANITY FUND

The Steelworkers Humanity Fund (SHF) is a tool for social justice and human rights around the world. Founded in 1985 as a charitable organization by the United Steelworkers (USW) union in Canada, the Steelworkers Humanity Fund has a rich and proud history of supporting women by building partnerships with international non-profit organizations and workers' associations that have helped advance a global women's rights agenda.

The Steelworkers Humanity Fund has funded women-led projects and offered learning opportunities engaging international partners and Canadian union members. The Steelworkers Humanity Fund has championed important advocacy causes by funding, mobilizing or participating in important campaign actions and in coordination with international networks and alliances.

The Women's International Solidarity Program of the Steelworkers Humanity Fund, an emerging initiative, will continue to resource and mobilize around international women's issues and gender justice by launching new program activities and events. The program will build from its existing partnerships and expand projects abroad that help advance strategic women's issues. The program will amplify the work and lead strongly on women's rights in Canada and globally.

As part of the Women's International Solidarity Program activities, the SHF is launching a pilot open call for proposals outside Canada for international development projects and worker-led initiatives that support women in accessing and being successful in male-dominated employment occupations and industry labour sectors impacted by gender bias.

INTERNATIONAL OPEN CALL FOR PROPOSALS

"Women Leading and Breaking Barriers at Work"

Deadline: June 2, 2023



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We are looking to fund a small number of new projects working directly with women to help them secure decent work in non-traditional career fields or sectors of employment where women's participation is under-represented. We want to increase and advance women's labour integration in these industries and elevate women's leadership in labour movements that advocate for access and equity.

The proposed projects may include activities that support women in technical skills building, equity and inclusion efforts, improvements on occupational health and safety, job mentoring, wrap-around supports, labour leadership and local organizing spaces, among others, in workplaces and industries that continue to be dominated by men. The aim is to break barriers and challenge gendered occupational segregation and precarious forms of employment for women. Projects must be based and implemented in developing or low and middle-income countries. This call for proposals will promote the active participation and integration of women in underrepresented industries in the Global South as a strategy for poverty alleviation and economic justice.

WHAT IS GENDERED OCCUPATIONAL SEGREGATION?

"Occupational gender segregation refers to the tendency of men and women to work in different professions. Male-dominated industries and occupations are particularly vulnerable to reinforcing harmful stereotypes and creating unfavourable environments that make it even more difficult for women to excel. This difference in job types is connected to gender pay gaps. Male-dominated occupations generally pay more than female-dominated occupations, even at similar skill levels."

WOMEN IN NON-TRADITIONAL OCCUPATIONS AS A STRATEGY FOR POVERTY ELIMINATION

"Women's economic activities remain highly concentrated in low-wage, unregulated, and precarious forms of employment. Bringing more women into the formal labour force is critical for economic development. Beyond female-intensive industries, there is a need to increase employment opportunities for women in other sectors and improve the terms and conditions of such employment. Providing more and better jobs for women includes supporting them to enter and be successful in non-traditional occupations where men have been historically dominated."





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SUMMARY CRITERIA FOR CALL FOR PROPOSALS

FUNDING REQUESTS

- Project funding request can range from \$10,000 up to \$25,000 Canadian dollars to support project activities.

INTERNATIONAL CALL

- Eligible applicants must be registered non-profit organizations based and operating in developing countries or low or middle-income nations.
- Applicants must be able to project manage and operate internationally funded initiatives.
- Preference will be given to emerging and medium-sized organizations.
- Existing funded partners of the Steelworkers Humanity Fund are not eligible to apply for this call for proposals at this time.

DURATION

- Funding is for one-year project activities.
- Project activities will need to be completed by July 31, 2024.
- Funding renewal after one year will be considered but cannot be guaranteed.
- Continued funding will depend on project outcomes and future available resources.

BUDGET AND REPORTING

- Project budget allocation is flexible and can go to support salaries, workshops, events, honorariums, materials, equipment and other expenses to complete proposed project objectives.
- Successful applicants will need to sign a funding agreement, submit a work plan and provide narrative and financial reports.
- All project expenses must maintain original financial records and, if required, be auditable.

PROJECTS

- Strong preference will be given to projects working with women facing precarious and vulnerable employment conditions and those systematically disadvantaged.
- Preference will be given to activities with women-led, grassroots initiatives or community projects with a commitment to labour organizing and social justice values.
- Preference will be given to projects that build in a global education component to support the engagement of the United Steelworkers Canadian union members.
(examples: online presentation, workshop, participation in advocacy actions, travel delegation visit, etc.)
- Project funding can support existing initiatives or be applied to seed-fund innovative ideas.



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PROCESS AND APPLICATION

Interested international organizations that meet the criteria for this call for proposals are cordially invited and encouraged to apply via the completion of an online form no later than June 2, 2023.

Our organization is only able to receive proposals in three main languages: English, French and Spanish.

If your organization is interested in applying, please use one of these three online application forms available below.

APPLICATION

[> English application form](#) > [Spanish application form](#) > [French application form](#)

A small group of applicants that closely align with the theme and the criteria set by this call for proposals will be shortlisted and then assessed for final selection by a special committee of USW staff and members.

Due to limited staffing capacity, the SHF is not able to provide feedback before or after submitting applications and proposals.

We appreciate and thank everyone in advance for their interest, effort and time.

FOR MORE INFORMATION:

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THANK YOU / GRACIAS / MERCI



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