



Executive Committee

Geneva, May 29-30, 2013

Item 3: 26th Congress: The Organize, Fight and Win mandates in practice

(c) Gender and Equality

Increased number of women in union structures and leadership

Apart from strengthening trade union skills and priorities, many of the IUF projects have contributed to establish or improve information on women in union structures and leadership positions.

Africa

Unions participating in the African regional Women's project have set clear targets for a more gender balanced leadership and considerable progress has been made. In Tanzania for example, all IUF affiliates have an average of 30% women in decision making bodies; GAWU, Ghana, has increased between 45-122% women's representation in regional councils and an increase from four to ten women in the National Executive Council. In FESYNDER, Benin, decision making bodies are made up by 42% women. The total women membership of IUF affiliates in Benin has increased with 80% or more than 11 000 women from 2010-12. In Niger some of the unions have during the same period doubled the proportion of women on national level structures: SNAAN from 18% to 35%, SYNTHOBRA from 14% to 28% and SUPRA from 18% to 47%.

According to the project coordinator of the regional Health and Safety training program (covering Ethiopia, Kenya, Malawi, Nigeria and Zambia) women have become visible at all structural levels, thanks to the IUF 40% rule and to the cooperation with the Regional Women's Project.

Asia - Pacific

The three regional sectoral projects (agriculture, HRCT, food & beverage) as well as the Advanced Education project have strived to promote women's participation although women's proportion of the work force is very low in some sectors and countries, particularly in Pakistan.

However, as a result of the fights for permanent jobs in Unilever and Coca-Cola women membership in the food workers' union, NFFBTW, has increased. It should also be noted that the vice chair of the Pearl Continental Hotel Karachi union, is a woman.

The number of women office bearers in the Indian Hotel federation (HEFOI), has doubled from two to four and there are branch level women leaders in Goa, Delhi and Mumbai. Gender training with HEFOI male leaders has had very positive effects on their attitudes to women's active involvement in their unions.

In Indonesia, women's participation in the hotel union FSPM's activities has increased from 29,3% in 2010 to 39%, the chair of its biggest local, Grand Hyatt Jakarta, is a woman and there are 40% women in the union negotiating team. The Philip Seafood union in Indonesia and the poultry workers in Thailand are led by women.

There are many examples of the crucial role that women's committees have for both quantitative and qualitative improvements. The Dairy Workers' Federation of India (DEFOI) has active women's committees at federal as well as state levels. These Committees have been successful in getting women's priority issues on the union agenda and in collective bargaining agreements. In the NFFBTW, Pakistan, a national women's committee was formed in 2012 and its recommendations have been endorsed by the union executive committee of which three women are members

EECA

In the Eastern European Central Asian region, the number of women workers in the IUF sectors has decreased and many of them have been forced into precarious forms of employment. However, women have also successfully taken up the struggle against agency work as for example at the Unilever ice cream factory in Omsk and at Nestlé Kit Kat factory in Perm. The women in the forefront have since been elected as union officials.

The women's committee of AIWU, Ukraine, has continued to actively promote gender equality issues through the collective bargaining agenda. While women's membership in the union is 43%, their representation in leadership positions is 55,2%.

Latin America

Although a lot of progress has been made with regard to gender equality in Argentina, some unions still need to comply with the legal requirement of 30% women representation.

In Brasil, special women's committees or departments have been established in for example the poultry sector (Contac) and within Nestlé (FTA-SP). For the first time ever women are heading the food unions in Caxias do Sul and Encantado while the woman president of the Serafina Correa union was reelected for a fourth period. A woman member of CNTA is in charge of the Latin American Working group on PepsiCo. In the HRCT sector, women make up 22% of the leadership in Contratuh.

In Chile where women's participation has generally been low, the number of women increased with 105% in project activities. In the national IUF coordination committee, Coordinadora UITA del Area Privada, regrouping all affiliates in Chile, a women's working

group has been established and 17 women are part of leadership of the coordination committee. Three unions have women presidents, and the women president of the Sodexo union is also the Latin American representative in the IUF global Sodexo committee.

In Colombia, 90% of the activists in the flower sector are women and women's participation in Workers Committees (Comité Obreros) increased with 20%, and in the rural organizations in Cundinamarca and Boyaca with 40% compared to 2010.

In Peru, there is room for improvements as women's representation in the national executive of the Federation is 6%. Their participation in project activities in 2012 was however 49,2%.

A Latin American regional Women's Committee was established in June 2012, to ensure the promotion and continuity of gender equality policies in all countries. The common agenda includes equal representation in the unions, pay equity, health and safety, active measures against discrimination, violence and sexual harassment. Furthermore, a regional women's project has started as from January 2013

The average participation of women in project activities was 39,6% (47% with Women's project) in Africa, 24% in Asia-Pacific, 56,6% in EECA, and 44% in Latin America.

Women's representation in IUF decision making bodies

Developments over the past four years:

Committee	Nr. titular seats	% Women 2009	% Women 2010	% Women 2011	% Women 2012/13
International					
AC	11	41%	50%	41%	42%
EC	46 (1)*	39%	40%	41%	44%
AWTG	9	44%	50%	57%	66%
HRCT	16 (4)*	20%	20%	36%	41%
Tobacco	10 (6)*	20%	40%	25%	25%
Reg Com					
Africa	6	16%	25%	33%**	33%**
Asia/Pacific	6	16%	33%	33%	33%
Caribbean	6	33%	33%	50%	50%
Latin America	13	30%	36%	46%	46%
EFFAT:					
Mgmt Com	10	27%	30%	30%	30%
EC	66 (4)*	15%	30%	33%	30%

*vacant seats January 2013

The African regional conference in December 2011, adopted the rule that the 1st and 2nd alternates elected on the women's seat, shall attend the regional committee meetings on the same conditions as titular members. Therefore women's representation is in practice **50%.

Domestic Workers

To date, six countries have ratified Convention 189 on Decent Work for Domestic Workers: Uruguay (June 2012), Philippines and Mauritius (September 2012), Italy and Nicaragua (January 2013) and Bolivia (April 2013)

The ratification process is advancing in many other countries as well under the constant pressure and monitoring of the domestic workers' organizations. A recent court ruling in Kenya sets an important precedent and is a great victory for domestic workers and their union KUDHEIHA as it affirms the validity of verbal contracts and imposed heavy penalties on an employer for breach of the same.

Through the International Domestic Workers' Network's (IDWN) global project a number of regional and national workshops and events have been organized to support the domestic workers in the ratification campaign but also in their internal capacity building. In Africa, the regional domestic workers' network including over 20 unions will be officially launched in June in Cape Town.

The founding congress of the IDWN, which had to be postponed due to the work on the convention, will take place in Montevideo, Uruguay, in October. The IUF Latin American regional secretariat is assisting the IDWN with the preparations and coordination with the Uruguayan national center, PIT-CTN, and domestic workers' union, SUTD.

The IDWN has been notified that it will receive the 2013 AFL-CIO Human Rights Award which recognizes outstanding examples of the international struggle for human rights through trade unions. <http://cms.iuf.org/?q=node/2263>.

The domestic workers union in Burkina Faso, SYNEMAG, and the National Union of Domestic Employees, NUDE, Trinidad and Tobago joined the IUF in 2012. The Senegalese domestic workers' union has recently applied for affiliation and two other domestic workers' unions have requested information in view of affiliation.

Women's health and safety

The clause on sexual harassment elaborated by the IUF-Colsiba-Chiquita working group has been formally approved by the parties and will be published within short.

In the H&S capacity building project in agricultural sector in South Africa, three of eight roving safety representatives are women. As a result of the project there has also been an increase in women shop stewards (currently 61), and women branch leaders (23) as well as one woman leader at province level. Project activities have improved the unions' capacity to deal more effectively with sexual harassment and to tackle gender inequalities in the workplaces.

In the IUF-ILO Health and Safety Program in French speaking West Africa, the training of women health and safety trainers, H&S communicators, focal points and safety committee members have started in a couple of countries and will be gradually expanded. Concrete results include better protection of pregnant women, personal protective clothing, raised awareness and prevention of work place hazards.

In Peru, the Flora Tristan Center has assisted the IUF affiliates with training and awareness raising about the law against sexual harassment. Furthermore, the Center is engaged in the national plan against gender based violence (2009-15) and has put in place a comprehensive training program addressed to health, legal, social and community workers as well as trade unionists to prevent violence against women.

The Women's Committee of the Agro-Industrial Union of Ukraine has incorporated domestic violence as part of their work plan.

Violence against women was a common theme for many IUF affiliates on the International Women's Day, reflecting the increasing concern expressed at the IUF Women's Conference in 2012.

The national women's committee in Burkina Faso has kept pushing their government to finalize the ratification of the ***ILO Convention 183 on Maternity protection*** that had been delayed because of changes in the ministries. It was finally ratified on March 4, 2013.

Equality platforms within TNCs

Further to the sexual harassment clause agreed upon with Chiquita, a pilot project to increase women's access to employment within the company is being planned in Panama.

In an IUF-IndustriAll-Unilever meeting in March 2013, it was agreed to establish a joint working group on gender equality. The IUF survey on women workers within Unilever pointed to a number of areas where improvements could be made: such as equal access to employment, reduction of precarious forms of employment, training, family – work balance, maternity protection, sexual harassment policy.

Initial discussions with Nestlé to put in place a working group on gender equality has also taken place. Terms of reference of the working group will be presented at the next global meeting with Nestlé in May.