



Caribbean Sub-regional Women's Advisory Committee (SUBWOC) Meeting

"Taking the bull by the horns"

Wednesday February 15, 2017

**Hotel Four Seasons
Kingston, Jamaica**

Meeting documents

5.1

End all forms of discrimination against all women and girls everywhere

5.2

Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

5.3

Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation

5.4

Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate

5.5

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

5.6

Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences

5.a

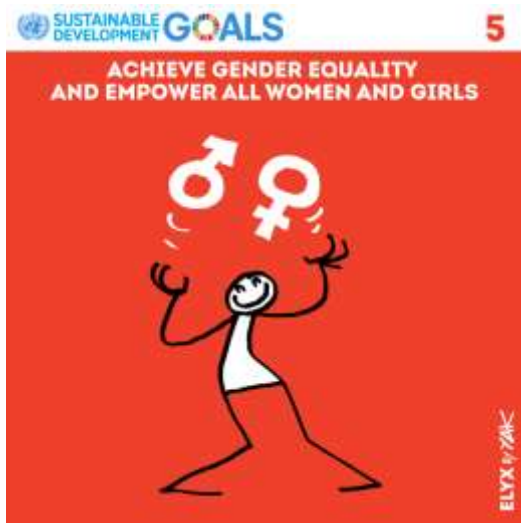
Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws

5.b

Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women

5.c

Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels



Revised Draft 2017 SUBWOC agenda “Taking the bull by the horns”

9:00 am NETWORKING

9:15 am **Call to order** ~ *Sis Jillian Bartlett, Caribbean Women’s Titular*
Introduction of top table(s)
Welcome ~ *Representative from host affiliates*

9:40 am **Remarks**, *Rosa Pavanelli, PSI general secretary*
Excuses for absence, other announcements
Introductions
Minutes of the 2016 SUBWOC meeting and Matters arising (items not otherwise covered in the agenda)

10:30 am NETWORKING BREAK

11:00 am **Priority areas of work: work in progress**

- Working for an [ILO convention - Violence and Harassment against Women and Men in the World of Work](#)
*Sis Jillian Bartlett (NUGFW TT), Sis Paula Robinson (ILO Caribbean),
Sis Sandra Massiah (PSI)*

We refer SUBWOC members to the recommendations and decisions made at PSI meetings on priority areas of work. SUBWOC members will note the work in progress as well as plans for future action in 2017.

This session pays particular attention to violence against women and men in the world of work and the global actions being taken; as well as PSI’s global sectoral focus. We invite SUBWOC members to discuss specific actions that they can take in their unions and countries to contribute to the trade union movement’s goal to have a convention supported by a recommendation.

12:15 pm **Preparing for PSI World Congress 2017**

Sis Rosa Pavanelli, Sis Jillian Bartlett

- Key points from 2016 extraordinary meeting of the World Women’s Committee (WOC)
- Gender analysis of the Draft Programme of Action 2018 – 2022
- WOC proposals for Congress 2017

We invite SUBWOC members to note the outcomes of the discussions and the gender analysis of the draft Programme of Action (PoA) for the new congress period. We also invite SUBWOC members to note the WOC’s specific actions for Congress 2017 and the new congress period.

[Please note that there will be a full and detailed discussion on Congress preparations during the SUBRAC.]

1:00 pm

LUNCH

2:15 pm Women's Economic Empowerment in the Changing World of Work; [61st Session of the UN Commission on the Status of Women](#)

Moderator: Sis Susan Hodge (ACSA)

Presenters: Sis Jillian Bartlett (NUGFW TT), Sis Shirley Pryce Jamaica Household Workers' Union

We invite SUBWOC members to carefully note the PSI's main concerns regarding gender equality in the world of work in public services. We also invite SUBWOC members to note the outcomes of the preparatory meetings held in New York; as well as our plans to increase our influence on governments and United Nations bodies as well as the Agreed Conclusions.

We especially invite SUBWOC members to contribute to the joint actions.

3:35 pm Labour and trade union rights for women - Promoting the Domestic Workers Convention

Moderator: Sis Susan Hodge

Presenters: Sis Shirley Pryce (JHWU); Sis Paula Robinson (ILO)

[ILO Convention 189](#) was adopted at the June 2011 ILC. Guyana and Jamaica have ratified the convention. Through national, regional and global solidarity, the convention was adopted and ratified in a number of countries. Much more work needs to be done.

We invite SUBWOC members to note the work of the JHWU as well as regional and global trade union efforts to ratify the convention. We also invite SUBWOC members to contribute ideas and actions to influence the ratification and implementation of the convention in their respective countries.

4:20 pm Promoting Gender Responsive Public Services (GRPS)

Sis Sandra Massiah

We invite SUBWOC members to note and learn more about the PSI's work, in collaboration with various partners, on promoting [gender responsive public services](#).(GRPS).

We also invite SUBWOC members to take note of the current and planned actions and to contribute ideas for action in their own spaces.

5:00 pm Key dates and themes for gender equality actions in 2017/2018

We invite SUBWOC members to note important dates and events to promote gender equality and women's economic empowerment. These include opportunities to present papers and participate in discussions and panels.

Closing remarks

5:30 pm END OF SUBWOC

There will be no formal afternoon break. SUBWOC members are free to get coffee, tea, juice, water at their leisure.

This is a special year for PSI. We will be holding our World Congress. And in the lead up to it, affiliates have the opportunity to assess and plan; appraise our legitimacy as a global trade union; and, above all, reflect on how to increase the relevance of our activities in an increasingly adverse world context.

Gender equality and equity have been important rallying cries for PSI for several decades. PSI was the first global union to introduce a policy of parity between men and women for political representation purposes. And we now call on it to be the first global union to produce a Programme of Action (PoA) that mainstreams gender. This means the organisation as a whole, both men and women, and not exclusively women, will take responsibility for putting gender equality into practice.

To achieve this objective, Women's Committees at all levels have an essential advisory role and a duty to bring forward proposals to PSI's statutory decision-making bodies, in both the pre-Congress period and later, during implementation of the PoA during 2018-22.

Gender-neutral, Gender-sensitive, and Gender transformative

The primary objective behind gender mainstreaming is to design and implement policies and actions that:

1. Do not reinforce existing gender inequalities (Gender Neutral)
2. Attempt to redress existing gender inequalities (Gender Sensitive)
3. Attempt to re-define women and men's gender roles and relations (Gender Positive/Transformative)

The degree of integration of a gender perspective in any given project can be seen as a continuum (adapted from Eckman, 2002):

Gender Negative	Gender Neutral	Gender Sensitive	Gender Positive	Gender Transformative
Gender inequalities are reinforced to achieve desired development outcomes	Gender is not considered relevant to development outcome	Gender is a means to reach set development goals	Gender is central to achieving positive development outcomes	Gender is central to promoting gender equality and achieving positive development outcomes
Uses gender norms, roles and stereotypes that reinforce gender inequalities	Gender norms, roles and relations are not affected (worsened or improved)	Addressing gender norms, roles and access to resources in so far as needed to reach project goals	Changing gender norms, roles and access to resources a key component of project outcomes	Transforming unequal gender relations to promote shared power, control of resources, decision-making, and support for women's empowerment

Source: UN-INSTRAW (now part of UN Women), Glossary of Gender-related Terms and Concepts

PSI's Campaign for Equal Pay and monitoring of International Labour Standards (ILSs)

PSI's permanent objective is to energetically continue our work on gender justice in the world of work and this involves monitoring implementation of ILO Convention 100, an essential instrument for establishing the social value of work that has historically been carried out by women. Convention 111 is another core ILO convention that covers discrimination at work.

In 2016, SUBWOC members agreed that they would monitor their governments' preparation and submission of reports on ILO conventions 100 and 111. While some countries completed and submitted their reports, others are still woefully behind.

See <http://www.ilo.org/dyn/normlex/en/f?p=1000:11000::NO::> and click on your country's name to see the country situation on reporting obligations.

For the list of countries required to report on as well as the status of the reporting requirement for [C100](#), see

http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:14001:0::NO:14001:P14001_INSTRUMENT_ID:312245:

For the list of countries required to report on [C111](#) as well as the status of the reporting requirement, see

http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:14001:0::NO:14001:P14001_INSTRUMENT_ID:312256:NO

In 2016, reports from Belize, Dominica, Grenada, Guyana, Haïti and St Lucia were still outstanding for C100 and C111.

We invite SUBWOC members to:

- 1. continue to monitor the preparation and submission of reports;**
- 2. identify the affiliates and the national centres that should be targeted for follow-up**

Priority areas of work: work in progress

- Working for an [ILO convention - Violence and Harassment against Women and Men in the World of Work](#)

Sis Jillian Bartlett (NUGFW TT), Sis Paula Robinson (ILO Caribbean), Sis Sandra Massiah (PSI)

We refer SUBWOC members to the recommendations and decisions made at PSI meetings on priority areas of work. SUBWOC members will note the work in progress as well as plans for future action in 2017.

This session pays particular attention to violence against women and men in the world of work and the global actions being taken; as well as PSI's global sectoral focus. We invite SUBWOC members to discuss specific actions that they can take in their unions and countries to contribute to the trade union movement's goal to have a convention supported by a recommendation.

Many years ago, women in the international trade union movement began a campaign for the creation of an ILO standard on gender-based violence. In November 2015, after several years of campaigning by the Workers' Group, the ILO Governing Body finally placed discussion of a new standard on violence against women and men in the world of work on the agenda of the 2018 International Labour Conference (ILC).

The scope of the proposal has widened to include all types of violence in the world of work, including a broader concept of the workplace. This means including new work forms, spaces and environments.

There is currently no tripartite agreement on whether the new standard should be a Convention, supported by a Recommendation; or whether it will just be a Recommendation. The first is the best option because Conventions are binding.

For the current situation and key stages in the adoption of a new international labour standard, as well as the PSI's research and campaigning work on the health sector, see <http://www.world-psi.org/en/ilo-towards-standard-against-violence-and-harassment-world-work>

The PSI, the ITUC and other GUFs have agreed to carry out a joint campaign to achieve the best option, that is a *Convention*.

The campaign's first strategic objective is to influence responses to the ILO's first consultation of member states in April 2017. Time is short and national trade unions will need to lobby key actors and their respective governments in the period leading up to April. A second stage will require trade unions and civil society organisations, especially feminist organisations, to build a movement against gender-based violence in the world of work.

Reference

Gender-based violence in the Caribbean

<http://caribbean.unwomen.org/en/caribbean-gender-portal/caribbean-gbv-law-portal/gbv-in-the-caribbean>

We invite the SUBWOC to:

1. **Note the on-going work of the NUGFW TT and the NUPW Barbados**
2. **Endorse the research proposal**
3. **Organise lobbying and advocacy with governments during the period when governments will be completing the questionnaire (April-September 2017);**
4. **Complete the questionnaire and send it to the ILO directly by September 2017, if your government does not consult with independent trade unions or acknowledge trade union objectives;**
5. **Inform the PSI Secretariat of the results of meetings held with your government;**
6. **Use the media and social networks to publicise the international trade union movement's position on violence in the world of work and on the need for a new Convention.**

Preparing for PSI World Congress 2017

Sis Rosa Pavanelli, Sis Jillian Bartlett

- Key points from 2016 extraordinary meeting of the World Women's Committee (WOC)
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We invite SUBWOC members to note the outcomes of the discussions and the gender analysis of the draft Programme of Action (PoA) for the new congress period. We also invite SUBWOC members to note the WOC's specific actions for Congress 2017 and the new congress period.

[Please note that there will be a full and detailed discussion on Congress preparations during the SUBRAC.]

At its extraordinary meeting in November 2016, the WOC conducted [a comprehensive gender analysis](#) of the first draft of the PoA and made some [recommendations](#):

The Executive Board later asked the Secretariat to collect observations and incorporate them into the second draft of the PoA, which has been submitted for consultation to affiliates, SUBRACs and RECs.

See http://www.world-psi.org/sites/default/files/en_poa_v16_final_jan_2017_web.pdf

The proposed PoA circulated for consultation recognises that the global reality is not gender neutral and that we therefore need to differentiate between the impacts that policies have on men and women, as well as taking specific actions to achieve genuine equality. The various chapters of the PoA address this situation and there is a special chapter dedicated to gender.

We invite the SUBWOC to:

- 1. Assess and endorse the gender mainstreaming proposal included in the PoA 2018-2022;***
- 2. Comment on whether the points listed need another or a different gender focus.***

Women's Economic Empowerment in the Changing World of Work; 61st Session of the UN Commission on the Status of Women

Moderator: Sis Susan Hodge (ACSA)

Presenters: Sis Jillian Bartlett (NUGFW TT), Sis Shirley Pryce Jamaica Household Workers' Union

We invite SUBWOC members to carefully note the PSI's main concerns regarding gender equality in the world of work in public services. We also invite SUBWOC members to note the outcomes of the preparatory meetings held in New York; as well as our plans to increase our influence on governments and United Nations bodies as well as the Agreed Conclusions.

We especially invite SUBWOC members to contribute to the joint actions.

Every year, at the [UN Commission on the Status of Women](#) (UNCSW) – the principal intergovernmental body exclusively dedicated to the promotion of gender equality – PSI adopts a joint position with other global union federations (GUFs), including the International Trade Union Confederation (ITUC), Education International (EI) and International Transport Workers' Federation.

UNCSW61 will take place during the period March 13 to 24 in New York and will focus on: “*the economic empowerment of women in the changing world of work*”, a key issue for the trade union movement.

On the World Day for Decent Work 2016 and on the occasion of the Asia Pacific Women's Conference, PSI issued the Fukuoka Statement, beginning preparation for the UNCSW61. See <http://www.world-psi.org/en/7-october-world-day-decent-work-psi-launches-campaign-womens-economic-empowerment>

The ITUC and the GUFs (PSI-IE-UNI-ITF) then produced a joint statement for use by the international trade union movement for lobbying on the UNCSW61 Agreed Conclusions: http://unioncsw.world-psi.org/sites/default/files/FINAL%20English%20GUFWrittenStatement-Oct17-FINAL_0.pdf

The trade union movement ended 2016 with a preparatory meeting to discuss the intensification of our lobbying of governments and UN agencies (UN Women and the ILO); develop a strategy that is really able to influence the Agreed Conclusions; and publicly highlight our demands: <http://unioncsw.world-psi.org/news/women-power-unions-global-trade-union-uncsw-preparatory-meeting>

PSI has already formed a delegation to UNCSW61 Sis Jillian Bartlett (NUGFW TT) and Sis Annie Mongen-Arndell (ABVO Curaçao) are on this year's delegation.

We invite women's committees to:

- 1. Organise meetings in February and the first week of March, with your respective national government bodies responsible for the issues of women and gender, to ascertain the composition of the official delegation to UNCSW61 and present the position of the international trade union movement;**
- 2. Inform the PSI Secretariat of the results of meetings with their governments;**
- 3. Use the media and social networks to communicate the international trade union movement's position and the proceedings of the 61st session of the CSW.**

Labour and trade union rights for women - Promoting the Domestic Workers Convention

Sis Shirley Pryce (JHWU); Sis Paula Robinson (ILO)

[ILO Convention 189](#) was adopted at the June 2011 ILC. Guyana and Jamaica have ratified the convention. Through national, regional and global solidarity, the convention was adopted and ratified in a number of countries. Much more work needs to be done.

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Launch of Caribbean Domestic Workers' Network

<http://archive.idwfed.org/resource.php?id=26>

Jamaica ratifies Domestic Workers' Convention

<http://idwfed.org/en/updates/jamaica-on-october-11-jamaica-became-the-23rd-country-to-officially-ratify-ilo-convention-189>

Red Thread welcomes Guyana's ratification of ILO convention 189

<https://guyanachronicle.com/2013/09/18/red-thread-welcomes-guyanas-ratification-of-ilo-convention-189>

Promoting Gender Responsive Public Services (GRPS)

Sis Sandra Massiah

We invite SUBWOC members to note and learn more about the PSI's work, in collaboration with various partners, on promoting [gender responsive public services](#).(GRPS).

We also invite SUBWOC members to take note of the current and planned actions and to contribute ideas for action in their own spaces.

References

PSI's Gender equality page

<http://www.world-psi.org/en/issue/gender-equality>

ActionAid promotes GRPS

<http://www.actionaid.org/2015/12/global-conference-gender-responsive-public-services-grps>

Key dates and themes for gender equality actions in 2017/2018

We invite SUBWOC members to note important dates and events to promote gender equality and women's economic empowerment. These include opportunities to present papers and participate in discussions and panels.

International campaign on Gender and tax justice with the Global Alliance for Tax Justice (GATJ), starting in March 2017.

Women and Water Campaign – March 8 – 22, 2017

PSI's global work on the issue of water has won support from sectors of civil society, including women's community organisations, NGOs and feminist organisations that work on gender justice, which are important actors in the fight against privatisation and the promotion of the human rights to water. This is one of the most important ways to achieve autonomy, security, body integrity for women and girls and redistribute tasks associated with the reproduction of life.

Women's use of water as a common good, universal access to gender-responsive public services and their funding from public funds that are raised through equitable tax systems (tax justice) will be the main issues dealt with by the women and water campaign in March 2017. The campaign will begin on 8 March (International Women's Day) and end on 22 March (World Water Day). A valuable example of the role played by women in the fight for water and the link with tax justice is the struggle in Detroit: "[Turn on the Water! Tax Wall Street!](#)".

Call for Papers

We encourage activists to submit abstracts in various Call for Papers that the sub-regional office circulates from time to time.

UN SDG Conference: Caribbean Development – The 2030 agenda in perspective - <http://www.uwi.edu/salises/pdf/SDGs/SDGConferenceExtendedCallforPapers20170113.pdf>

UN observances

<http://www.un.org/en/sections/observances/united-nations-observances/>

CARICOM meetings and events

<http://caricom.org/meetings>

Reference Documents

Gender equality glossary

<https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=letter&hook=G&sortkey=&sortorder=&fullsearch=0&page=-1>

World Women's Committee (WOC) 2016 (May-November) minutes

<http://www.world-psi.org/en/psi-extraordinary-world-womens-committee-extraordinary-woc-2016-0>

Supporting documents for the 2016 World Women's Committee (WOC) meetings

<http://www.world-psi.org/en/psi-extraordinary-world-womens-committee-extraordinary-woc-2016-0>

2016 Caribbean SUBWOC Booklet –

http://www.world-psi.org/sites/default/files/2016_subwoc_booklet_final.pdf

Key outcomes from 2016 Caribbean SUBWOC

https://dl.dropboxusercontent.com/u/21647465/2016%20SUBWOC%20and%20SUBRAC/EN_Key%20outcomes%20from%202016%20Caribbean%20SUBWOC.pdf

Feminism –a Caribbean perspective

Summary of notes from [Lilieth Dunn, PhD](#), Senior Lecturer/Head of the Institute for Gender and Development Studies Mona Unit, UWI

Definition of feminism

- Women and men acting, speaking and writing on women's issues and rights and identifying social injustice in the status quo.
- The doctrine of advocating social, political, and all other rights of women equal to those of men.
- An organised movement for the attainment of such rights for women.
- Feminine character.

<http://dictionary.reference.com/browse/feminism>

The [three waves of feminism](#)

1. The first wave (1830's – early 1900's): Women's fight for equal contract and property rights
2. The second wave (1960's-1980's): Broadening the debate. This is where we have the emergence of Caribbean feminism
3. The third wave (1990's – present): The “micropolitics” of gender equality

Relevance of feminism

It promotes:

- a variety of particular moral and political claims,
- new ways of asking and answering questions,
- constructive and critical dialogue with mainstream philosophical views and methods,
- new topics of inquire,
- awareness of injustice and inequality against women,
- and clarifies how women are oppressed and identifies strategies to eliminate them.

Types of feminism

- Liberal
- Radical
- Socialist
- Post-modern
- Post-colonial, including Caribbean feminism; womanism

Note the main elements of selected contemporary feminisms in the table on next page.

Summary of main elements of selected contemporary feminisms

Type of Feminism	World view	Key concepts	Goals (primary preoccupations)	Who	View of state
LIBERAL	Women and men are essentially equal; women's status due to lack of opportunity	Inequality Choice Freedom	Promote the realisation of the rights of women in the public sphere; (equal pay, open up education & training opportunities)	Tend to address need of (white) middle class women and girls Ignores diversity	State is neutral; Guarantor of women's rights
RADICAL	All women are oppressed	Patriarchy Oppression/domination	Unite all women; make world more women centred; (rape, pornography, homophobia)	Primarily white women; has influenced other strands of feminism	State reflects the dominant patriarchal culture
SOCIALIST	Capitalism and patriarchal structure social relations of gender, race & class	Capitalist patriarchy; domination; production & reproduction	Social transformation; (cumulative impact of poverty on women; wages for housework)	White women; women of colour in north & south)	State contributes to women's oppression
POST-MODERN	"Women" cannot be spoken of in any collective sense	Difference; Subjugated knowledge	Reveal and deconstruct gendered assumptions of the dominant discourses (language, text)	French women; women in north and south; heavily academic	An expression of gendered social relations
CARIBBEAN (Anglophone)	Women's subordination linked to other forms of subordination: race,	Gender Anti-imperialism Identity	Social transformation; (women's social & economic status; violence against women and girls; globalisation and debt; masculinity)	Primarily Afro-Caribbean women; some Indo-Caribbean women; some men	Shaped by global capitalist patriarchy but a site of struggle

Based on: Barriteau, 1995 & 1998; Browne, 1998; Lengermann & Nieubrugge, 1996; Mohammed, 1998; Parpart & Marchand, 1995; Saulnier, 1996

