



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

**"There can be no social
justice without gender
justice"**

**Meeting
Documents**

Monday July 2, 2018

**Auberge Seraphine, Castries,
SAINT LUCIA**

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Internationale des Services Publics
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Internationell Facklig Organisation för Offentliga Tjänster
国際公務労連

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

"There can be no social justice without gender justice"

Monday July 2, 2018
Auberge Seraphine | Castries, St Lucia
9:15 am to 5:30 pm

About the meeting

PSI's global and regional women's committees will oversee the **implementation of gender mainstreaming** to undertake both specific action and ensure gender perspectives are incorporated in all PSI policies, programmes and activities.

The majority of our membership, and the biggest users of public services, are women; we will continue to take specific actions to address gender and other forms of discrimination as well as mainstream these issues through all our work. (Sub) regional and sectoral work are critical. More and more we will work within and across sectors, and this work will integrate relevant crosscutting issues and themes.

"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."

The **Sub-regional Women's Advisory Committee (SUBWOC)** meets prior to the Sub-regional Advisory Committee (SUBRAC) meeting and comprises women activists and representatives. The chair is *Sis Jillian Bartlett (NUGFW TT)*, the Caribbean Women's Titular. The SUBWOC meets annually. In accordance with PSI's constitution, the number of representatives attending the SUBWOC meeting must be **at least 50%** of the number of representatives attending the SUBRAC meeting.

During the meeting, the committee deliberates on a wide range of issues and in general advises on:

1. ways to promote the full development of the potential of women in trade unions and in their workplaces;
2. activities and campaigns that would compensate for the results of discrimination against women at all organisational levels within unions;
3. ways that affiliates might work to achieve fair and equitable recognition of women's contributions within unions and in paid employment;
4. ways to support the work of the wider trade union movement in achieving gender equality and equity.

Women activists in public services unions affiliated to PSI use this opportunity to deliberate and make recommendations on ways to achieve gender equality and equity: in their unions, workplaces and the wider society. Equally important, members examine and articulate their perspectives on a wide range of issues. The discussions pay particular attention to what needs to be done and the methods used to achieve the results we want.

Our discussions are strategic, using the realities that affiliates face, to identify ways to promote quality public services and to influence national and regional decision-making.

The meeting seeks to **Inform, Educate and Motivate/Inspire** committee members.

Introduction

Gender justice is a human right and every woman and girl is entitled to live in dignity and in freedom, without any fear. Realising gender justice includes sharing of power and responsibility between women and men at home, in the workplace, and in the wider national and international context.

- **Gender Justice** - to eliminate all forms of gender discrimination and thus, allow women to enjoy not only the de-jure but also the de-facto rights and fundamental freedom on par with men in all spheres, viz. political, economic, social, civil, cultural etc

PSI campaigns and fights for social justice. PSI's members working in the public services sector provide services directly to the public; the workers are also users of the services.

The State plays a fundamental role in reducing inequality and promoting social justice. Diversity is very much present in workers in public services, for access to employment is less discriminatory than in the private sector. This means that the number of ethnic minorities, gays, lesbians, and youth is higher in the public services sector than in other workplaces or work settings.

PSI and its affiliates are in a unique position to make a strong stand for affirmative public policies, and at the same time can connect with the implementation of the Sustainable Development Goals (SDGs) and its inclusive development goal of leaving no one behind. Gender justice and women's rights, are central in transforming the lives of women, families, and communities. Strengthening the capacity and ability of women to function effectively in society is "an essential precursor" to achieving gender equality. Gender Justice is therefore necessary in achieving "growth of economies, sustainable food security and in some cases political stability".

While we have had many advancements in society, women are still not treated equally and are not afforded the same opportunities. A report published by the Caribbean Development Bank (CDB) in January 2016, revealed that the Caribbean region "continues to battle with persistent gender inequalities".¹

¹ <http://www.caribank.org/wp-content/uploads/2016/05/SynthesisReportCountryGenderAssessment.pdf>

The Country Gender assessment ([CGA Synthesis Report 2016](#)) highlights:

- Occupational segregation with women tending to have lower-waged occupations in the economy and a lower female labour force participation. Higher educational achievements of girls does not yet translate in a higher participation in the labour market and closing of the wage gap.
- A high proportion of female-headed households in poverty and with high dependency ratios.
- Social isolation of elderly men.
- Educational gaps at secondary and tertiary levels with mixed results for boys and girls. Drop out of boys increases the potential of deviance and anti-social behaviour. Drop outs of girls might be related to teenage pregnancies resulting in incomplete education.
- Gender-based violence is endemic among the researched countries. The Report reveals a predominance of male perpetrators (reported cases), women and girls as the vast majority of victims, and men and boys increasingly reporting gender-based violence.

These are human rights issues, as well as serious constraints to economic growth and well-being in the Caribbean.

With regard to the **labour market**, the synthesis report states,

"The situation points to the need for gender analysis and gender-responsive strategies in all labour policies and reforms, including the provision of childcare facilities and after-school centres, so as to increase women's economic power through full participation and employment in the most productive and higher-paying sectors of the BMCs."²

Our experiences and the research show that women who work in public services experience better opportunities for advancement, a narrower pay gap and a greater chance of advancement in society. Through quality public services, women stand a greater chance of achieving gender justice. But, there is still a lot of work to be done. We have not yet achieved gender equality.

"Women and girls form the majority of those living in poverty. They have fewer resources, less power and less influence in decision-making when compared to men. They are exposed to various forms of violence and exploitation and experience further inequality because of their ethnicity, age, race, class, marital status, sexual orientation and (dis)ability".

²<http://www.caribank.org/wp-content/uploads/2016/05/SynthesisReportCountryGenderAssessment.pdf> page 43

"... males' earnings surpass those of females by between 14 and 27 percent of average females' wages in Barbados, and between 8 and 17 percent of average females' wages in Jamaica. In the former, the highest earnings gaps are found among low-income workers."³

Transforming gender and power relations, and the structures, norms and values that are at their root, is critical if we want to challenge inequality and end poverty.

Women's economic empowerment can reduce poverty for everyone, but to achieve it we need economies that work for women and men alike.

The [Beijing Platform for Action](#), the [Convention on the Elimination of All Forms of Discrimination against Women](#) and a series of ILO [conventions on gender equality](#) support women's economic empowerment.

Gender mainstreaming

The 2017 PSI World Congress reaffirmed the role of the World Women's Committee (WOC) and (sub) regional women's committees in overseeing the implementation of gender mainstreaming. The 2018 – 2022 PoA has been mainstreamed.

The [CDB's Country Gender Assessments](#) (CGAs) and the [synthesis report](#) highlight some additional key points regarding the situation in the countries covered⁴. The CGAs recommend the following gender mainstreaming mechanisms and processes:

- a) **Gender-responsive policy-making, planning and budgeting:** Gender equality should be mainstreamed in all policy-making processes at the national and sectoral levels. (through the medium-term national development plan and annual national budget) and sector ministries.
- b) **Gender studies and sensitisation/training:** Across the 10 BMCs, with the exception of Barbados and Antigua & Barbuda, there are no Gender Studies programmes or courses. As a result, very few graduates in the public sector have pursued Gender Studies at the undergraduate or graduate levels. Barbados stands out as a case of good practice, where numerous staff members of the Bureau of Gender Affairs (BGA) and Gender Focal Points (GFPs) have attended the biennial 6-week diploma programme offered by the Institute of Gender and Development

³ Inter-American Development Bank (IDB): Annelle Bellony, Alejandro Hoyos, Hugo Ñopo "Gender Earnings Gaps in the Caribbean: Evidence from Barbados and Jamaica" 2014

⁴ In 2010 CDB provided resources to conduct [Country Gender Assessments](#) (CGAs) in 10 Borrowing member Countries (BMCs), and a Synthesis Report was generated to highlight areas of gender inequality. The 10 CDB Borrowing Member Countries (BMCs) surveyed were Anguilla, Antigua and Barbuda, Barbados, Belize, Dominica, Grenada, Montserrat, St Kitts and Nevis, St Lucia and St Vincent and the Grenadines.

Studies: Nita Barrow Unit (IGDS:NBU) of the University of the West Indies, Cave Hill campus.

- c) **Sex-disaggregated data collection and gender-sensitive research and analysis:** Across the BMCs, there are observed inadequacies in the collection, compilation and analysis of sex-disaggregated data; and the conduct of gender-sensitive research and analysis. While some countries have the ability to collect sex-disaggregated data through their Central Statistical Offices, many Government Ministries, Departments and Agencies do not request or use the data, even when available. There is thus little or piece-meal gender analysis in mainstream policies, plans, strategies, and monitoring/evaluation reports, which impedes the development and implementation of gender-responsive public services and programmes.
- d) **Reporting on international and regional gender equality commitments:** Governments, through their designated agencies, are responsible for ensuring compliance with, implementation of, and reporting on relevant international treaties, conventions and agreements such as [CEDAW](#), the [Beijing Platform for Action](#) (BPfA), [Belem do Para](#), the [Millennium Development Goals](#) (MDGs), and the new [Sustainable Development Goals](#) (SDGs), and among others. However, it is clear that such reporting is not being done routinely across the BMCs.

A Trade union approach

In the trade union movement, and especially for public services unions we need to focus on:

1. Transforming societies
2. Transforming trade unions/trade union renewal

This includes:

1. taking a holistic view of women's lives and examining the multi-dimensional changes that need to take place to achieve gender justice (including the key role of intersectional analysis)
 - ⇒ increasing women's participation and leadership in societies and in trade unions
 - ⇒ working to achieve women's economic empowerment by promoting and defending women's workers' rights and emphasising decent work
 - ⇒ mainstreaming gender in society and in trade unions.
2. realising transformative change in women's lives means that the work must be at individual and collective levels: building cadres of women in leadership as well as building the ability and capacity of women's networks. This can be done through formal and informal processes, with allies, and by assessing beliefs and attitudes.
3. finding and involving men in the fight for gender equality – looking for the men who are feminists. Achieving gender equality is not a job for women alone.

4. understanding and responding to the many different experiences of discrimination women face in relation to their race, ethnicity, class, age, marital status, sexuality, (dis)ability – recognise the role of intersectional analysis.
5. working closely with women's rights organisations as partners and allies.
6. recognising that building awareness and improving members' understanding of gender sensitivity are not enough. We must also work towards being gender-responsive. It is through quality public services that are gender-responsive that we can make the positive differences in the lives of women and girls, men and boys and ultimately entire societies.
7. playing a key role in collecting information from members in order to improve the analysis, implementation, monitoring and evaluation at various levels.

Goal 5 of the SDGs focuses on **Gender Equality**. It is a central theme throughout all the **SDGs**. This means that as public services unions we must play a critical role in the implementation and monitoring of Goal 5 and all 17 SDGs.

Goal 5. Achieve gender equality and empower all women and girls	
5.1 End all forms of discrimination against all women and girls everywhere	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
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	5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	5.3.1 Proportion of women aged 20–24 years who were married or in a union before age 15 and before age 18 5.3.2 Proportion of girls and women aged 15–49 years who have undergone female genital mutilation/cutting, by age

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	5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location
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	5.5.1 Proportion of seats held by women in (a) national parliaments and (b) local governments 5.5.2 Proportion of women in managerial positions
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	5.6.1 Proportion of women aged 15–49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care 5.6.2 Number of countries with laws and regulations that guarantee full and equal access to women and men aged 15 years and older to sexual and reproductive health care, information and education
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.a.1 (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure 5.a.2 Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control
5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women	5.b.1 Proportion of individuals who own a mobile telephone, by sex
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	5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment

It is important that as women's committee and networks continue their work in promoting gender justice, that they focus not only on the goals and targets, but also the indicators. It is through the indicators that we identify trends and facts that tell us what exactly is happening, whether there is progress towards the goal.

UN Women: Building the alliances, working towards transformation

In February 2018, UN Women released a report on gender equality and the SDGs⁵.

The Fact Sheet for Latin America and the Caribbean⁶ based on available data, highlights some worrying situations in the Caribbean.

 2 ZERO HUNGER	<p>In nearly two thirds of countries, women are more likely than men to report food insecurity. In Belize, the prevalence of food insecurity among women is nearly 10 percentage points greater than that of men.</p>
 5 GENDER EQUALITY <small>Achieve gender equality and empower all women and girls</small> <small>uneswg.com</small>	<p>5.6 Based on data from 45 countries, primarily in sub-Saharan Africa, only 52% of women aged 15-49 who are married or in a union freely make their own decisions about sexual relations, contraceptive use and health care. In Latin America and the Caribbean, data is available on three countries: Dominican Republic, Guyana and Honduras. In these countries, 77%, 71% and 70% of women, respectively, report making their own informed decisions about sexual relations, contraceptive use and health care.</p> <p>5.b The benefits of internet and technology are accessible to men at a much higher rate than women, leaving women behind in Internet access and mobile phone ownership. Latin America and the Caribbean is the only region where women have higher Internet usage rates than men (66.7% and 65.2%, respectively).</p>
 GOAL 8 DECENT WORK & ECONOMIC GROWTH	<p>Globally, the labour force participation rate (LFPR) among prime working-age women (aged 25–54) stands at 63%, compared to 94% among their male counterparts. The global gender gap in LFPR among prime working-age adults (aged 25–54) has remained relatively unchanged over the last 20 years, with the notable exception of Latin America and the Caribbean, where more than 70 million women have entered the labour force since the 1980s. Data show that since 1997, women's participation has increased in this region from 57% to 68%. At the same time, however, black and indigenous women in Latin America and the Caribbean experience severe disadvantages in white and black male-dominated spaces, including unequal access to the labour market and substantial wage differentials.</p>

⁵ <http://www.unwomen.org/en/digital-library/sdg-report> *Turning promises into action: Gender equality in the 2030 Agenda for Sustainable Development*

⁶ <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2018/sdg-report-fact-sheet-latin-america-and-the-caribbean-en.pdf?la=en&vs=3555>

 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	<p>Women represent 28.8% of researchers worldwide. Only about 1 in 5 countries have achieved gender parity in this area.</p> <p>In Latin America and the Caribbean, 47% of researchers are women.</p>
 10 REDUCED INEQUALITIES	<p>Up to 30% of income inequality is due to inequality within households, including between women and men. Women are also more likely than men to live below 50% of the median income.</p> <p>Single-mother households are disproportionately likely to fall below the 50% median income mark, with a few countries in Latin America and the Caribbean showing above-average disadvantage for single-mother females. In Brazil, over 40% of single-mother households live below 50% of the median income (compared to about 19% of overall women and men). This figure is also very high in Peru, Paraguay, Uruguay, and Panama, where more than 35% of single mother households live below 50% of the median income.</p>
 11 SUSTAINABLE CITIES AND COMMUNITIES	<p>The global population is becoming more urban, with opportunities and risks for women and girls. The inaccessibility of clean energy sources, clean water, and improved sanitation in slum housing, for example, has adverse consequences on women's health.</p> <p>In Honduras, over 60% of urban women live in slum housing, defined as meeting at least one criterion of the four listed: (1) Lack of access to improved water source, (2) Lack of access to improved sanitation facilities, (3) Lack of sufficient living area, (4) Lack of housing durability.</p>
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	<p>Investment in public transportation yields large benefits for women, who tend to rely on public transport more than men do.</p>
 13 CLIMATE ACTION	<p>Climate change has a disproportionate impact on women and children, who are 14 times as likely as men to die during a disaster.</p> <p>[In a Chapter in the book "Men, Masculinities and Disaster", Leith Dunn, PhD (IGDS: UWI Mona) notes that "Men and boys on the margins of society, notably those who are poor, gay and/or disabled, must be given priority in disaster planning, as part of efforts to minimise the socio-economic fallout from, among other things, climate change impacts such as extreme hurricanes."]⁷</p>
 14 LIFE BELOW WATER	<p>The contamination of freshwater and marine ecosystems negatively impacts women's and men's livelihoods, their health and the health of their children.</p>
 15 LIFE ON LAND	<p>Between 2010 and 2015, the world lost 3.3 million hectares of forest areas. Poor rural women depend on common pool resources and are especially affected by their depletion.</p> <p>The practice of forcibly dispossessing people of their land, sometimes referred to as 'land grabbing', occurs everywhere. Land grabs in forest</p>

⁷ <http://wap.jamaica-gleaner.com/article/news/20180531/earth-today-researcher-urges-attention-men-boys-risk-natural-disasters>

	<p>areas often result in conflict between local communities, the destruction of livelihoods and the introduction of industrial-scale monoculture along with pesticides.</p> <p>[Situation in Barbuda after Hurricane Irma?]</p>
 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	<p>In times of conflict, rates of homicide and other forms of violent crime increase significantly. While men are more likely to be killed on the battlefield, women are disproportionately subjected to sexual violence and abducted, tortured and forced to leave their homes.</p> <p>The global female homicide rate stands at 2.3 per 100,000, although figures vary widely across and within regions. The largest regional average is registered in Latin America and the Caribbean, with Guyana, El Salvador and the US Virgin Islands registering some of the highest rates.</p>
 17 PARTNERSHIPS FOR THE GOALS	<p>In 2012, finances flowing out of developing countries were 2.5 times the amount of aid flowing in, and gender allocations paled in comparison.</p> <p>[Issues of tax justice and privatisation, especially PPPs are linked to this.]</p>

It is critical that women's committees and networks at the national and sub-regional levels monitor the implementation of the SDGs focusing on the central theme of gender equality.

How can they do this? What skills and capacities do they need? Where to start?

In [People Over Profit](#) the PoA 2018 – 2022⁸, PSI's affiliates mandated the following, inter alia:

"The PSI's Women's Committee has identified gender mainstreaming as the major challenge for the next Congress period, and that the fight for gender equality requires the active participation of both men and women. Gender will be a focus in all areas of PSI action."

⁸ See Section 3.2 of the PoA 2018 – 2022 People Over Profit, <http://congress.world-psi.org/wp-content/uploads/2017/12/EN-Vol-1-Draft-PoA-adopted-by-Congress-Nov-2017.pdf>

This means that,

“PSI and affiliates will reach out to women in the workplace, and continue to partner with the international trade union movement, progressive women’s and feminist organisations, human rights organisations and national/local grass roots organisations engaged with the fight for gender justice and for greater recognition of the need to achieve work/life balance; and support our affiliates’ national work, including the conduct of campaigns and workshops.”

“The PSI Women’s Committee will take responsibility for leading the process of gender mainstreaming in PSI.”

“PSI fights for peace, freedom and self-determination for all people in the struggle for social progress throughout the world. This includes the elimination of social and economic inequalities between industrialised and developing countries and of exploitation perpetrated by various nations, global financial institutions and transnational corporations.”

Draft 2018 SUBWOC agenda
"There can be no social justice without gender justice"

9:00 am

N E T W O R K I N G

9:15 am *Call to order ~ Sis Jillian Bartlett, Caribbean Women's Titular*

Introduction of top table(s)

Welcome ~ Representative from host affiliates

9:30 am

Excuses for absence, other announcements

Introductions

Minutes of the 2017 SUBWOC meeting and Matters arising (items not otherwise covered in the agenda)

10:30 am

N E T W O R K I N G B R E A K

11:00 am **World Congress 2017**

A review of the outcomes from PSI's 30th World Congress and the specific roles played by women activists.

The session also discusses on-going and planned follow-up actions.

We also invite committee members to take note of the details and analysis of gender parity at Congress, other relevant data and the implications for action.

11:30 am

Role of Women's Committees and Networks

Sis Jillian Bartlett, Sis Tifonie Powell, Sis Sandra Massiah

- Gender mainstreaming in the PoA
- Gender Indicators
- Understanding terms, concepts in gender justice: what they mean, how do they apply

We invite the committee to note the congress mandate regarding the role of the WOC and the regional and sub-regional women's committees. Committee members will also discuss the role of affiliates' women's committees and networks.

The session will also help SUBWOC members increase their knowledge and understanding of the various terms and concepts used in discussions about equality, equity and diversity. Committee members will explore intersectionality noting how interlocking systems of power impact those who are most marginalised in society.

The session will help committee members better understand how to apply these terms and concepts to their roles as trade union activists and campaigners for gender justice.

12:15 pm Promoting Gender Responsive Public Services (GRPS) to transform to the world we want
Sis Sandra Massiah & Sis Tifonie Powell

*Trade union activists have worked for many years to help the leadership and membership identify and acknowledge the existing differences and inequalities between women and men. Considerable progress has been made. There is still a lot more to be done to help these and other groups be more **gender sensitive**. A key aspect in moving forward and advancing gender equality and gender equity is for trade union activists to use their collective power through unions to articulate and influence policies and initiatives that address the different needs, aspirations, capacities and contributions of women and men. This **gender responsive** approach is a critical aspect of continued advocacy. The policies and actions that trade union activists promote must be implemented and must be such that they challenge existing discriminatory policies and/or practices and make changes for the betterment of quality of life for all – they must be **gender transformative**.*

We invite SUBWOC members to explore and note the PSI's work, in collaboration with various partners, in advocating for gender responsive public services.(GRPS).

We therefore invite SUBWOC members to take careful note of the current and planned actions and to think about how they can be applied in their respective unions and countries.

1:00 pm

L U N C H

2:15 pm Promoting Gender Responsive Public Services (GRPS) to transform the world we want (cont'd)

2:50 pm Defending women workers' rights

Sis Jillian Bartlett and Sis Sandra Massiah

- The role of the UNCSW and the UN instruments on gender equality and gender equity
- Women and the ILO
- Violence and harassment in the world of work
- Pay equity (equal pay for work of equal value) – Convention 100
- The care economy
- Border control and protection

We invite the SUBWOC to note and discuss the various violations of women workers' rights. The committee will also take careful note of the

various international instruments that assist trade union activists to eliminate or protect women workers from these violations.

We invite SUBWOC members to take careful note of these international instruments as well as pieces of national legislation and regional policies, identifying how they can be applied to defend women workers' rights.

4:00 pm Women at work and in the community – what will the future be?
Sis Sandra Massiah

- Gender equality and gender equity are crosscutting issues
- Global and regional agencies involved in the push to gender equality and gender equity
- Global and regional agreements and how to use them

This session will take a look at the push for gender equality and gender equity and try to build an assessment of where we are and where we want to be, and how we are going to get there. This involves an analysis of actions to implement the SDGs, and the work of various UN agencies.

We invite SUBWOC members to take stock of the current issues and trends and the actions being taken. In addition, we invite committee members to think of specific actions that they can and must take.

4:20 pm Preparing for IAMRECON 2019

- Dates and location
- Preliminary arrangements
- Key issues and themes
- SUBWOC nomination(s) for the Regional Executive Committee (REC)

The various regional conferences will be held in 2019. The Inter-American Regional Conference will be held in Buenos Aires in the middle of the year. This session provides some basic information and also seeks recommendations on themes and issues for the conference.

5:00 pm Closing remarks

5:30 pm END OF SUBWOC

Call to order

Introduction of top table(s)

Welcome

Excuses for absence, other announcements

Sis Sophia Rismay, president of the Windward Islands Civil Servants Union-Private Sector Union (WICSU-PSU) sent apologies for not being able to attend the meetings.

Introductions

Introduction of members of the 2018 SUBWOC.

Minutes of the 2017 SUBWOC meeting

Minutes have been circulated separately.

Matters arising (items not otherwise covered in the agenda)

Note that where information is available that information is given in the Remarks section of the minutes.

30th World Congress 2017

A review of the outcomes from PSI's 30th World Congress and the specific roles played by women activists.

The session also discusses on-going and planned follow-up actions.

We also invite committee members to take note of the details and analysis of gender parity at Congress, other relevant data and the implications for action.

Important references

Key outcomes from congress – [policy documents](#)

The Proceedings of [Congress 2017](#) appear in three volumes:

- a) Volume 1 contains Resolution No. 1, Programme of Action;
- b) Volume 2 contains Resolution No. 2, PSI Constitution;
- c) Volume 3 contains Resolutions adopted by Congress.

We invite committee members to view the [congress website](#) noting the various daily newsletter and important documents and information.

Some key points and messages from Congress

- ❖ Congress reminded us that quality public services are fundamental to a better life for all. Congress also reminded us that our work makes a real difference to the lives of public service workers and the users of public services across the globe.
- ❖ Between 2012 and 2017, PSI and our affiliates increased our capacity to defend trade union rights, promote quality public services, fight privatisation and influence the global institutions whose decisions affect our members. We have rebuilt our sector activity, strengthened our project work, invigorated the regions and ensured that the voice of public service workers - and their unions - is heard in the global labour movement, in public debate and in international fora. We will continue to build this capacity inside PSI and with our affiliates in everything we do.
- ❖ We must never forget that the majority of our membership, and the biggest users of public services, are women. We will continue to take specific actions to address gender and other forms of discrimination as well as mainstreaming these issues through all our work.
- ❖ Our successes have shown us that articulating a broad vision for a better world, and the place of universal access to quality public services within it, is essential, that our analysis must be of the highest quality, and we must communicate our messages effectively.
- ❖ We will also continue to build and extend the alliances we have amongst the broader labour movement, civil society, users of public services, academics and political actors. And we will maintain a solid financial basis for PSI and ensure that we attract, develop and retain the best staff.
- ❖ Most importantly our success relies on working closely with our affiliates. At the request of our affiliates through our Executive Board, our PoA identifies affiliates' actions and commitments essential to reaching our objectives.
- ❖ The PoA and affiliates' resolutions passed by Congress outline an extensive global policy framework across a wide range of areas over the Congress mandate.

Activities and work in progress

We invite members to note the activities and actions globally and in the sub-region over the last congress period as well as work done in the first half of the year.

A series of “rapid fire” presentations (5 to 7 minutes) will highlight what has been happening:

- UN Commission on the Status of Women, 2018 meeting
- Violence and Harassment in the Health Sector
- International Women’s Day and a focus on Pay Equity (links to violence and harassment)
- Discussions on setting a standard (ILO Convention and Recommendation) on Violence and Harassment in the World of Work
- Public services unions’ interventions in Climate Change action
- Ending gender-based violence
- Pilot projects
 - Gender-based violence in the Health and Social Care Services sector
 - Pay Equity in the Health and social care services sector

Role of Women's Committees and Networks

Sis Jillian Bartlett, Sis Tifonie Powell, Sis Sandra Massiah

- Gender mainstreaming in the [PoA](#)
- Gender Indicators
- Understanding terms, concepts in gender justice: what they mean, how do they apply

We invite the committee to note the congress mandate regarding the role of the WOC and the regional and sub-regional women's committees. Committee members will also discuss the role of affiliates' women's committees and networks.

The session will also help SUBWOC members increase their knowledge and understanding of the various terms and concepts used in discussions about equality, equity and diversity. Committee members will explore intersectionality noting how interlocking systems of power impact those who are most marginalised in society.

The session will help committee members better understand how to apply these terms and concepts to their roles as trade union activists and campaigners for gender justice.

PSI's global and regional women's committees will oversee the implementation of **gender mainstreaming**, to undertake both specific action and ensure gender perspectives are incorporated in all PSI policies, programmes and activities. Working inside UN bodies, addressing gender-based violence, producing and sharing best practice materials that support workplace issues, promoting access to quality childcare and closing the gender pay gap will be priorities.

See [Gender Equality](#) page on PSI's website

See page on [Ending violence against women](#)

See [People Over Profit](#), section 3.2 of the PoA as well as the way in which **gender is mainstreamed throughout the entire PoA**. A working group of the WOC is identifying gender indicators⁹ as part of its work in monitoring the implementation of the PoA.

⁹ We establish gender indicators to measure and compare the situation of women and men over time. Gender indicators can refer to quantitative indicators (based on statistics broken down by sex) or to qualitative indicators (based on women's and men's experiences, attitudes, opinions and views).

Equality, Equity and Diversity – Intersectional analysis

Discussions and investigations into gender, equity and diversity use many terms and concepts. One that we increasingly hear about nowadays is intersectionality.

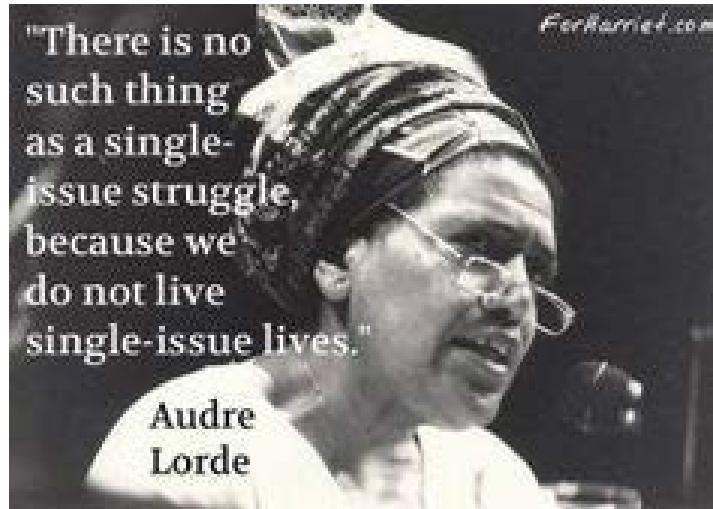
Intersectionality is a tool for analysis, advocacy and policy development that addresses intersecting inequalities. It helps us understand how different sets of identities impact on access to rights and opportunities. An intersectional approach to gender equality acknowledges the fact that women have different experiences based on aspects of their identity including race, social class, ethnicity, sexual orientation, religion, age as well as other forms of identity.

Is intersectional analysis used in our quest for gender equality and gender equity in trade unions and in wider society? How can we incorporate this in our work.

"Gender analysis in industrial relations tends to be focused on studies of women, or of 'women's issues', rather than an examination of the 'gendered character of work for men and women, as well as the major institutions involved".

"And there is a tendency in industrial relations to homogenise workers whether it be through 'male norms' or referring to undifferentiated 'women', with little attention paid to the impact of ethnicity or class on their positionings, experiences and actions.

Intersectionality provides a means of conceptualising, analysing and articulating the manner in which women's lives are shaped by gender, class, ethnicity, disability, sexuality and age."



Why do women (and men) in the union think that feminism is middle-class or linked to being a lesbian or an angry black woman? Why do they not want to be part of women's groups or networks?

"Using intersectional analysis enables us to better understand the diversity of experience of trade union members. It enables us to identify those voices we have missed through our particular choice of methodology or to seek out those voices which may have been silenced by political intersectionality."

Kimberlé Crenshaw coined the term intersectionality. She is a law professor and developed the term in 1989. To learn more, [read her paper](#).



Some questions that you may wish to ask yourselves during this session:

- ⇒ **What are some of the successes that your women's committee and union have had in the campaign for gender equality and gender equity?**
- ⇒ **What contributed to those successes?**
- ⇒ **What are your objectives? What are you aiming for?**
- ⇒ **What contributions did the women's committee/women's group make to the key demands in the union's bargaining agenda that promote gender equality and gender equity? What more can you do?**
- ⇒ **What is the women's committee/group doing to promote gender equality, and gender equity in the union? What more can you do?**

- ⇒ **Do you know the women in your union? How far and wide is your committee's/group's reach?**
- ⇒ **Who are your allies in the country and communities in the campaign for gender equality and gender equity?**
- ⇒ **What's your vision as a women's committee/women's group?**

See the ILO's Fact Sheet on [Negotiating for Gender Equality](#)

You may also wish to refer to the following booklets for additional information on this.

[2016 Caribbean SUBWOC booklet](#) and [2017 Caribbean SUBWOC booklet](#)

Gender Equality Glossary

The UN Women Training Centre's [Glossary](#) is an online tool that provides concepts and definitions with gender perspective structured according to the thematic areas of UN Women. It includes gender concepts as well as international conferences, agendas, initiatives and partnerships related to [gender equality](#).

Promoting Gender Responsive Public Services (GRPS) to transform to the World We Want

*Trade union activists have worked for many years to help the leadership and membership identify and acknowledge the existing differences and inequalities between women and men. Considerable progress has been made. There is still a lot more to be done to help these and other groups be more **gender sensitive**. A key aspect in moving forward and advancing gender equality and gender equity is for trade union activists to use their collective power through unions to articulate and influence policies and initiatives that address the different needs, aspirations, capacities and contributions of women and men. This **gender responsive** approach is a critical aspect of continued advocacy. The policies and actions that trade union activists promote must be implemented and must be such that they challenge existing discriminatory policies and/or practices and make changes for the betterment of quality of life for all – they must be **gender transformative**.*

We invite SUBWOC members to explore and note the PSI's work, in collaboration with various partners, in advocating for gender responsive public services.(GRPS).

The duty of the State

By virtue of its international commitments, the State¹⁰ is responsible for ensuring that citizens are able to enjoy the rights guaranteed to them under both international and national human rights covenants and agreements. Advocacy for state accountability to deliver gender responsive public services should reference these instruments in order to support a rights-based approach to public services.

"Public services are those which are universally provided to the public and available equally to all; they affect life, safety and the public welfare and are vital to commercial and economic development; they involve regulatory or policy-making functions; the service is incompatible with the profit motive or cannot be effectively or efficiently delivered through market mechanisms."

Focus on the public services; PSI 2001

Therefore, public services include a very wide range of goods, services and utilities financed and provided by the state in order to fulfill its constitutional obligations to protect and promote the rights of citizens. Public services (political, civic, social, economic, cultural or economic) are the means through which states realise their commitments to ensure that all citizens, regardless of gender identity, race, class, ethnicity, caste are able to enjoy their fundamental rights in full.

¹⁰ A state is more than a government. It comprises an executive, a bureaucracy, courts and other institutions.

Public services are essential for achieving sustainable development and are designed to promote:

- social cohesion and solidarity within societies; and
- equity by addressing discrimination and disadvantages experienced by excluded and marginalised socio-economic.

Public services are key in achieving gender equality, whether this is in terms of fulfilling basic needs, access to justice, or political participation.

Therefore, the privatisation of public services is in clear violation of the human rights principle of non-discrimination as access to services are based on the capacity to pay. This disproportionately affects women living in poverty as more affluent women are able to buy these services in the market. States are required to take on responsibility to provide certain public goods and services because in most cases they are the only actor that can provide them at a cost and scale to those people who need them most.

A lot of development planning continues to be gender blind, or gender is added as an afterthought to accommodate a request to “include gender”, even in situations where more women are entering leadership positions.

At the same time, public sector agencies and institutions are suffering from the effects of austerity measures, neoliberalism and reduced numbers of full-time workers. And where there has been divestment in capacity building there are limits in the necessary skills, capacity and infrastructure of governments.

To truly implement gender mainstreaming and gender responsiveness, states must be able to design policies and identify gender gaps through statistics and data collection that will inform planning and policy discussions. And states must be able to recruit and pull together the range of technical expertise and people/workers required to implement gender responsive public programmes.

Committee members are invited to carefully note the presentation which will provide some recommendations for policy and advocacy to promote GRPS.

Defending women workers' rights

- The role of the UNCSW and the UN instruments on gender equality and gender equity
- Women and the ILO
- Violence and harassment in the world of work
- Pay equity (equal pay for work of equal value) – Convention 100
- The care economy
- Border control and protection

We invite the SUBWOC to note and discuss the various violations of women workers' rights. The committee will also take careful note of the various international instruments that assist trade union activists to eliminate or protect women workers from these violations.

We invite SUBWOC members to take careful note of these international instruments as well as pieces of national legislation and regional policies, identifying how they can be applied to defend women workers' rights.

Useful References

[ILO Standard Setting Committee on Violence and Harassment in the World of Work](#)

The [Supervisory Mechanisms in the ILO](#)

ILO Director General's Report [Women at Work initiative: The push for equality](#)

Regular Reporting of ratified Conventions – See

<http://www.ilo.org/dyn/normlex/en/f?p=1000:11002:::NO:::> and choose the country to see of reports to be submitted for 2018.

[CEDAW – Reports of State parties](#)

- Bahamas will present its report October 22 to November 9, 2018
- Antigua and Barbuda will present its report February 11 to March 1, 2019
- Guyana will present its report July 1 to 19, 2019

The **Commission on the Status of Women (CSW)** is the principal global intergovernmental body exclusively dedicated to the promotion of gender equality and the empowerment of women. A functional commission of the Economic and Social Council (ECOSOC), it was established by [Council resolution 11\(II\) of 21 June 1946](#).
See <http://www.unwomen.org/en/csw>

Priority themes 2015 to 2019

- **2015:** Review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly, including current challenges that affect the implementation of the Platform for Action and the achievement of gender equality and the empowerment of women, as well as opportunities for strengthening gender equality and the empowerment of women in the post-2015 development agenda through the integration of a gender perspective.
- **2016:** Priority theme: **Women's empowerment and the link to sustainable development.** Review theme: The elimination and prevention of all forms of violence against women and girls, from the [57th session](#) of the CSW.
- **2017:** Priority theme: **Women's economic empowerment in the changing world of work.** Review theme: Challenges and achievements in the implementation of the Millennium Development Goals for women and girls, from the [58th session](#) of the CSW.
- **2018:** Priority theme: **Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls.** Review theme: Participation in and access of women to the media, and information and communications technologies and their impact on and use as an instrument for the advancement and empowerment of women, from the [47th session](#) of the CSW.
- **2019:** Priority theme: **Social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls.** Review theme: Women's empowerment and the link to sustainable development, from the [60th session](#) of the CSW.

See the trade union movement's [web site](#) on the UNCSW

Women at work and in the community – what will the future look like?

- Gender equality and gender equity are crosscutting issues
- Global and regional agencies involved in the push to gender equality and gender equity
- Global and regional agreements and how to use them

This session will take a look at the push for gender equality and gender equity and try to build an assessment of where we are and where we want to be, and how we are going to get there. This involves an analysis of actions to implement the SDGs, and the work of various UN agencies.

We invite SUBWOC members to take stock of the current issues and trends and the actions being taken. In addition, we invite committee members to think of specific actions that they can and must take.

Useful References

[ILO Standard Setting Committee on Violence and Harassment in the World of Work](#)

The [Supervisory Mechanisms in the ILO](#)

ILO Director General's Report [Women at Work initiative: The push for equality](#)

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Preparing for IAMRECON 2019

- Dates and location
- Preliminary arrangements
- Key issues and themes
- SUBWOC nomination(s) for the Regional Executive Committee (REC)

The various regional conferences will be held in 2019. The Inter-American Regional Conference will be held in Buenos Aires in the middle of the year. This session provides some basic information and also seeks recommendations on themes and issues for the conference.

With the changes approved to the [new PSI Constitution](#), all regional conferences will be held in the first two years after Congress.¹¹ Congress also approved that the [new constitution](#) will come into immediate effect. This means that the new changes would be instituted in the 2018 to 2022 congress period.

In this congress period, the regional conferences will be held in 2019. The Inter-American Regional Conference (IAMRECON) will be held in Buenos Aires and it is tentatively set for June 2019.

Regional Executive committees (RECs) are governance bodies and comprise

- a) “two titular representatives from each of the regional sub-regions (see Annex 12, “List of PSI regions and sub-regions”).
- b) one titular representative from any affiliate with more than 500,000 paid-up members;
- c) two titular members representing young workers of the whole region, who shall be less than 30 years old at the time of election and come from different sub- regions;
- d) the President, the General Secretary and the respective Regional Secretary shall be ex officio members.

There is an elected substitute for each titular member. The substitute is entitled to act as a titular member at regional executive committee meetings and has a voting right, only in the absence of the respective titular member. A 2nd substitute may be named.”

Guidelines, rules, administrative arrangements, and any other responsibilities for each such regional executive committee are in Annex 8, “Internal rules of regional bodies” of the [Constitution](#).

¹¹ In the old Constitution Regional Conference were held in each year between congresses. The last [IAMRECON](#) was held in 2015 in Mexico City.

Congress adopted the new PSI constitution and an emergency resolution concerning the transitional arrangements. Under the new constitution, Regional Executive Committee members are elected at the Regional Conference and requires that sub-regions and sectors¹² are represented, that gender balance be assured and that other groups such as large affiliates and young workers be enfranchised. However, the new constitution does not outline how the elections will take place. Regulations for other elections are currently contained in the annexes to PSI's constitution, which can be amended by the Executive Board.

EB-152, immediately after Congress, addressed this issue and asked that a working group be established to draft the election regulations for the regional conferences. These regulations must be adopted at EB-153 in November 2018, as the new constitution requires that regional conferences occur in the first 2 years of the Congress mandate.

The Constitutional Transition Working Group (CTWG) will meet and carry out its to be presented to the November 2018 Executive Board meeting.

The current Inter-American Executive Committee (IAMREC) will meet in Panama at the beginning of August to discuss arrangements for the 2019 IAMRECON. Inter-American regional staff will also meet to plan the details of the Conference.

Key Issues and Themes

The discussions at the IAMRECON (and all regional conferences) are in the context of the Congress's resolutions and strategic priorities.

Sub-regional nominations for the IAMREC

The EB will approve guidelines in November 2018 after submission of recommendations from the CTWG.

Nominations and voting require that the affiliates nominated and voting must be in good financial standing (up-to-date with affiliation fees, including 2018).

¹² The core sectors are Health and social services, Utilities, Local and regional government, National administration, and Education support and culture workers.



Public Services International
Internationale des Services Publics
Internacional de Servicios Públicos
Internationale der Öffentlichen Dienste
Internationell Facklig Organisation för Offentliga Tjänster
国際公務労連

“Defending a strong democratic state and an inclusive society, committed to ensuring gender equality, respect and dignity for all, economic development for the benefit of all, redistribution of wealth and strengthened workers’ power, will be our objectives for the next five years.”