



Public Services International
Internationale des Services Publics
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Internationell Facklig Organisation för Offentliga Tjänster
國際公務勞連

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

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 mainstreaming 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.

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

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

9:30 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 NETWORKING BREAK

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 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

LUNCH

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