



## NOTES FOR SUB-REGIONAL WOMEN'S COMMITTEES SUBRACs-2015

This year, SUBRACs Women's Committees are requested to discuss the following items, to make proposals and find solutions:

### I. Campaign on violence against women

In October 2014, PSI in Americas has proposed an Action Plan as part of the campaign against violence against women.

In 2015, each sub-regional Women's Committee will make a first assessment of the items contained in the proposed Plan and suggest follow-up actions on the following areas:

- Sharing of experience on actions to fight against violence against women at the workplace, which are organised in each country;
- Sharing of good practices in the different countries and the different services that affiliates could organise in their respective countries;
- Campaign for the ratification of international conventions against discrimination and in favour of women in countries that have not yet ratified them;
- Collection of information, more investigations, studies and country statistics on violence at the workplace, that could help measure and give more visibility to the problem at national level;
- Calling on the ILO in 2016 to generate a Convention against violence at the workplace, which would include a gender perspective;
- Establishment of policies and strategies in and for trade unions to combat sexual harassment;
- Discussion within the unions on violence in general and how to identify and locate harassment at work, and how to help, protect and defend the victims;
- Information on violence at the workplace through PSI virtual and digital media;

- Focus on sectors with regard to violence against women. Pilot experiences in health care and municipal services.

## **II. Trade union rights and gender policy**

Far from stopping, the attack on trade union rights in the public sector continues to intensify in many countries. However, there are places where collective bargaining processes have emerged and strengthened, creating a model of social dialogue and collective agreement that provides a framework for gender equality policies.

Each sub-regional Women's Committee will assess the following:

- The situation of collective bargaining in the public sector;
- The gender perspective in negotiation;
- The sector focus. Pilot experiences in public administration, water and energy;
- Best practices and sharing positive experiences.

## **III. Interamerican Regional Action Plan for 2015-2020**

*“PSI has a unique role in the labour movement... In international forums, we are the only voice of public service workers, and the only organisation that coordinates the actions of the public sector unions worldwide.”*

In the Inter American region, PSI promotes the 4 strategic priorities agreed at the global level:

- Fighting privatization;
- Advancing trade union rights;
- Influencing global policy;
- Organising and growth, taking into account gender equality.

Each sub-regional Women’s Committee may indicate its points of interest, and where it would like to see the work of PSI on gender reinforced in the region.

## **IV. Assessment of PSI gender policy and gender equality in the Interamerican region**

Each sub-regional Women’s Committee will be invited to assess the following:

- Developments since last IAMRECON in 2010;
- Points to strengthen in 2015-2017;
- Gender mapping of PSI affiliates leadership in Inter Americas.

## **V. ANNEXES**

- Action Plan on the campaign on violence against women;
- Interamerican Regional Action Plan for 2015-2020.