

**ICTU**  
**Joint Women's Committee Seminar**

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**Belfast**

**Changing the record: Women's Views, Women's Voices**

**Gender Equality? 20 years since the Beijing platform for action  
– where to now?**

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# 20 years after the Beijing Platform and reaching the MDG deadline of 2015 - what has really changed and what is the trade union movement doing?

1. BPfA – Achievements
2. BPfA – Fall backs
3. Labour Women's Priority Areas Beyond 2015
  - Global Inequality
  - Climate change/SDGs – just transition
  - GBV
4. Snapshot Gender Equality in Europe, 2015 (ILO CEACR, C100, C111)
  - Greece / gender and austerity measures
  - Slovakia / definition “equal pay for equal value”
  - UK / fees- access to employment tribunals, pre-trial evidence disclosure/burden of proof
5. Timeframe
  - UNCSW 2015
  - ILC 2015 (informal economy)
  - UN Summit SDGs 2015
  - UNFCCC 2015
  - ILC 2016 (Decent work global supply chains)
  - ILC 2017 (GBV?)

# Critical areas of concern (CAoC) of BPfA (1995)

1. **violence against women**
2. human rights of women
3. women and armed conflict
4. **women and poverty**
5. **education and training of women**
6. **women and health**
7. women and the media
8. **women and the economy**
9. **women in power and decision-making**
10. institutional mechanisms for the **advancement of women**
11. **women and the environment**
12. **The girl child**

# Evaluation of BPfA from TU perspective - Progress

Women got organized (70 mln represented in unions) and advanced rights in many CAoC of BPfA

- Economic rights and access to employment, market, trade
- Progress on occupational segregation
- Progress on employment discrimination
- Progress on access to quality public services
- Promotion of harmonisation of work/family (paid paternity leave)
- Recent examples since 2010: **rights for domestic workers** through TU global campaign on C189 and labour law reforms in already 12 countries – reach: 10 mln workers globally
  - a. Minimum or higher wages (Africa – Kenya, Tanzania, Zambia - 2-3X)
  - b. Social protection (Brazil, Chile, Uruguay, Argentina)
  - c. Regulated working time and time off
  - d. Lifting diplomatic immunity (Ireland – one of best C189 campaigns in EU)

# Evaluation of BPfA from TU perspective – Fall backs

- Equality? 70% of the world's poor are women
- Equality? Global gender gap at 23%
- Equality? Access to decent work? Segregation, overrepresentation in low status, poorly paid, informal, insecure and precarious work
- Equality? Access to decent work? Overrepresentation in precarious forms of employment – part-time, posting, bogus self-employment, seasonal, migrant,
- Access to work? Overrepresentation in unemployment incl. youth unemployment
- Access to work? Unequal distribution of care responsibilities, non-recognition of care work as work and non-paiement
- Access to work? Work/family balance – starting family late to establish career, no maternity leave through self-employment, migrant status

# Labour Women's Priority Areas Beyond 2015 – Global Inequality

1. Global fight against Inequality (85 people (0,0000012898% global population) own more than 3,5 bln people (50% global population)  
Erosion of labour market institutions, austerity measures, neo-liberal policies

**BATTLE** – income growth and wages, poverty relief, universal social protection, tax justice (ending tax avoidance, havens and corruption, race-to-the-bottom tax incentives etc), quality public services

Inner battle – how to link gender equality to it

- why:

- cuts in public spending→privatisation (incl. education)→social exclusion, precarious informal work - impact women

- how:

- Curve out public services from FTAs, including TTIP
- Youth unemployment – women-sensitive measures, investment in education, ILO Women at Work (2019 review)
- address inequitable distribution of unpaid care work – recognize, pay for it & invest in it (break gender stereotypes, impact on gender pay gap) – ITUC Care Economy project

# Labour Women's Priority Areas Beyond 2015 – Sustainability

## 1. Development Agenda, Social and Environmental Sustainability

effect of climate change on women – health (90% civilization diseases in developing countries etc.), declining agriculture, economy,

**BATTLE:** social protection, equality, just transition, green jobs, investment in renewables, job creation  
ITUC Green Jobs research

Inner battle: – how to link gender equality to it – how to make creation of new types of jobs a driver of eradication of job segregation/pay gap/unfriendly organization of work (long hours, no career breaks)

How:

- UN SDGs: Specific stand-alone goals on full productive employment and decent work for all, national social protection floors, education, gender equality
- with indicators on job creation for women, coverage of social protection, adequate financing (%GDP)

# Labour Women's Priority Areas Beyond 2015 - GBV

GBV – rising numbers, no rights framework (no universal right – eg. no ref in CEDAW), GBV at work (GCC, domestic work), Link youth unemployment-social unrest (ILO 2015) – impact social unrest/conflict on women- violence, link precarious employment – labour trafficking – impact on women

**BATTLE:** Achieve international standard on GBV at work (ILO convention), recognize economic and financial abuse as GBV, establish GBV (incl. DV) as workplace issue

Inner battle: take GBV out of isolation (mainstream GBV in youth employment, forced labour, transition to informal economy, decent work in global supply chains,

Standard work:

GBV (standard setting, double discussion), considered for 2017?

Revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71) (standard setting, double discussion)", considered for 2016

Trafficking and forced labour - P29 – labour trafficking women

Transition to informal economy and gender angle

Decent work in global supply chains and gender angle



# Snapshot Gender Equality EU – ILO CEACR 2015 (C100, C111)

country	problem	details	CEACR comment
Greece	C100 –Monitoring pay gap. Monitoring impact of austerity measures on equal pay and equal opportunities	No monitoring pay gap outside CBAs (ie individual contracts, private sector). No single impact assessment of austerity measures.	Monitor impact, address existing differentials men/women, Ensure no reduction of wages and allowances of working mothers.
	C111 – impact austerity measures, foreign debt and related fin obligations on employment and social security rights	No impact assessment, incl. no HR impact assessment	Evaluate impact of austerity measures, adress dir/indir discrimination. Include evaluation of impact on minorities and migrants

# Snapshot Gender Equality EU – ILO CEACR 2015 (C100, C111)

country	problem	details	CEACR comment
Slovakia	C100 –Definition of work of equal value – narrower than that in C100 “work of the same or comparable complexity, responsibility and difficulty, carried out under the same or comparable working conditions and producing the same or comparable capacity and output <b>for the same employer</b> ”	Too many requirements. C100 does not require simultaneous fulfillment of such criteria to establish work of equal value. Comparison should be possible between different enterprises, employers, sectors ie to allow assessment in highly feminised establishments with no male comparator.	Asks to amend definition. Asks to provide information on enforcement including relevant judicial decisions. Asks to inform about measures to promote objective job evaluation.

# Snapshot Gender Equality EU – ILO CEACR 2015 (C100, C111)

country	problem	details	CEACR comment
UK	C100 –Access to justice in equal pay cases/ requirement for fee to commence proceedings in employment tribunals since 2013	83% drop in equal pay cases (Oct-Dec 2012 and Oct-Dec 2013)	Asks to review existing fees.
	C111 – Access to justice in discrimination cases / requirement for fee to commence proceedings in employment tribunals since 2013 Repeal of possibility to ask for pre-trial evidence disclosure (potential victim could have asked list of questions to respondent)	Sharp drop in cases. Burden of proof can be a significant obstacle to justice – in discrimination cases most of relevant information needed is in hands of employer.	Asks to provide reasons for repeal of provision in question. Asks to continue to provide information on enforcement of C111.

# Timeframe

## Ongoing:

- ☐ Ratification C189 and enforcement
- ☐ Ratification of P29 and enforcement (gender angle of anti-labour trafficking action. Stereotype: women trafficked for sex, men trafficked for labour). Gender angle prevention, protection, compensation)

## Incoming:

- ☐ UN CSW + Declaration (9-20.03.2015)
- ☐ ILO Transition from informal economy (second discussion) (June 2015 Geneva) – presence at Committee, ensuring gender angle, information on SWOT of Irish C189 campaign and migrant rights work
- ☐ SDGs – UN Summit to adopt the post-2015 development agenda (25-27.09.2015 NY)
- ☐ Climate Change - UNFCCC and Conferences (30.10-11.12.2015 Paris)
- ☐ ILO Decent work in global supply chains (standard setting, double discussion) June 2016 Geneva

# Timeframe

- ILO GBV (standard setting, double discussion), considered for 2017?

**Keep on side** the governments who strongly supported the proposal (1st priority) in March: **Australia, Canada, Cuba, Germany, India, Netherlands, Italy, Sri Lanka, United States and Uruguay;**

**Sway** those who supported the proposal but gave higher priority to other proposals – notably the Africa Group (esp. **Botswana, Ghana, Kenya, Tanzania** ), which had the proposal as fourth priority;

**Sway** the Nordics (**Denmark, Finland, Iceland, Norway, Sweden + Switzerland**), who felt that the proposal could be dealt with as part of the recurrent discussion on labour protection in 2015; as a general discussion item and/or through an ILO strategy to eliminate violence in the world of work.

Other governments it would be useful for us to target include: **Argentina Bangladesh Brazil France Indonesia Japan Mexico Spain**

## EMPLOYERS

For employer's associations, key targets could include

**Barbados, Belgium, Brazil, Canada, France, Germany, India, Japan, Kenya, Spain, South Africa and the United States.**

- ILO Revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71) (standard setting, double discussion) considered for 2016? 2017?

# **ITUC Documents**

[http://www.ituc-csi.org/IMG/pdf/no\\_14\\_-\\_reminder\\_brown\\_report\\_-\\_transition\\_informal\\_to\\_formal\\_economy.pdf](http://www.ituc-csi.org/IMG/pdf/no_14_-_reminder_brown_report_-_transition_informal_to_formal_economy.pdf)

[http://www.ituc-csi.org/IMG/pdf/no\\_11\\_-\\_brown\\_report\\_-\\_transition\\_informal\\_to\\_formal\\_economy.pdf](http://www.ituc-csi.org/IMG/pdf/no_11_-_brown_report_-_transition_informal_to_formal_economy.pdf)

[http://www.ituc-csi.org/IMG/pdf/ituc\\_green\\_jobs\\_summary\\_en\\_final.pdf](http://www.ituc-csi.org/IMG/pdf/ituc_green_jobs_summary_en_final.pdf)

<http://www.ituc-csi.org/realising-rights-for-women-and>

<http://www.world-psi.org/uncsw/>

**ITUC** International Trade Union Confederation  
**CSI** Confédération syndicale internationale  
**CSI** Confederación Sindical Internacional  
**IGB** Internationaler Gewerkschaftsbund

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