Resolution on Women

IndustriALL Sub-Saharan African Regional Conference

14 October 2014

Johannesburg, South Africa

IndustriALL Sub-Saharan African Regional Conference which met in Johannesburg on 14 October 2014, discussed various important issues related to women workers in our sectors including Safety at Work, Precarious Work and Organizing, Maternity Protection and Women Leadership.

Precarious work is another issue to be tackled. While we commend the work of IndustriALL and its affiliates to stop precarious work through the campaign, we know that many more efforts should be made to stop the trend of increasing precarious workers, the majority of whom are women. We urge all affiliates to work in unity in order to achieve even more for women.

Though 14 years have passed since adoption of ILO Convention 183 on maternity protection, it should be noted with regret that there are only 3 countries in the Africa region which have ratified it. IndustriALL will work to ratify the convention together with national centers. We have to acknowledge the fact that economic development in our region is not accompanying better working conditions for workers, not to mention maternity protection. We urge all unions to include parental rights including maternity protection in collective agreements.

Noting the political agreement among the three founding GUF’s is giving emphasis of gender balance, directing Executive Committee to establish immediate administrative arrangements to increase women’s representation and to take all necessary measures to enable the amending of the Statutes at the second Congress of IndustriALL in 2016, we welcome establishing the working group to contemplate how to improve women’s representation in IndustriALL activities. We strongly believe that without adequate women representation and increasing women leadership at all levels of IndustriALL structures, activities of IndustriALL could not be relevant to workers’ issues in real sense.

After lively discussion at the women’s conference we submit this resolution on women to the IndustriALL Sub-Saharan Regional Conference to urge to take further concrete actions to be taken by IndustriALL and its affiliates on the following issues among others:

1. Health and safety and violence and sexual harassment
2. Precarious work
3. Women leadership
4. HIV and AIDS

In particular on women leadership through the working group we expect that concrete measures including possible changes in IndustriALL structures be taken to guarantee proper representation of women at the next World Congress. The Sub-Saharan women’s conference calls for a 40% quota for women on the way to gender parity.