



IndustriALL World Women's Conference *Our future, our union*

Resolution on a transformative agenda for gender equality

The world of work is changing. Unions must change too. We must seize this opportunity to drive transformative changes to the way that our unions operate to ensure women's equal representation, participation and leadership.

The incremental change we have been seeing in unions is encouraging, and certainly women have more of a say than before. But it is not enough and it is not fast enough. The union movement as a whole still reflects structures, cultures and ways of working that were designed by and for men and discriminate directly and indirectly against women. Ours is not a movement that lives up to the fundamental right to equality and that is sufficiently adapted to the changing demographic of the workforce, changing employment relationships and the changing expectations of potential members.

We have known for a long time that women and young people in particular are not joining unions in sufficient numbers to maintain, let alone increase, the influence of unions in the workplace and in society. Without them, our unions will become increasingly irrelevant and workers will be left with no power and no voice. We will not allow that to happen on our watch.

We need a transformative agenda for our unions that identifies the steps for a deep-seated change in power relations, structures and cultures, to remove the underlying causes that result in the inequalities that women continue to experience in trade unions and the world of work more generally.

This cannot be done by women alone. True equality will only be reached through men and women working together to reform our unions and equip them with the inclusive structures



and values that demonstrate their credibility and ensure their relevance, and even survival, in a transformed world of work.

To bring this transformative agenda to life, IndustriALL's Action Plan 2020-2024 must integrate a strong gender perspective. This IndustriALL Women's Conference therefore resolves that the Action Plan should incorporate actions to:

- Specify that gender equality and advance of women rights are fundamental to all IndustriALL's work and actions
- Establish an IndustriALL Gender Equality Taskforce, comprising equal numbers of men and women, to work on increasing women's participation and representation in our industries and unions. Membership of the Taskforce should include young workers
- Establish regional women's structures
- Adopt specific measures to support young women and make them more visible, including training schools in all regions, guaranteeing and promoting youth policies, ensuring strong youth representation at Congress and representation of youth in IndustriALL structures
- Work towards the ratification, implementation and respect for international labour standards promoting the protection and advance of women rights and gender equality, including ILO Conventions 111, 183 and 190
- Continue to campaign against violence against women in the world of work and trade unions
- Raise the visibility of women working in our industries and promote women's, and particularly young women's employment, in jobs from which they have traditionally been excluded
- Acknowledge the specific role played by women at the bottom of the supply chains, and propose specific action to address their needs
- Work in sectors and networks on strategies to address gender discrimination and segmentation in our industries and remove barriers to gender equality
- Address gender discrimination, protect and advance women rights in the world of work, through campaigning and dialogue with multinational companies (MNCs), mentoring, and support for specific campaigns eg paternity leave
- Support affiliates in their collective bargaining efforts towards gender equality by providing for example material, sample gender-specific provisions, trainings
- Ensure that trade union tools such as networks and Global Framework Agreements (GFAs) are used to actively promote gender equality, which in the particular case of GFAs should include, in the text, compliance with international labour standards
- Identify and raise awareness of the different impacts of precarious work on male and female workers and ensure that male and female precarious workers benefit equally from measures taken against precarious work.
- Identify and address obstacles in union cultures, structures, decision-making processes that prevent equal inclusion of women in our unions
- Improve union knowledge of where women are working in our industries and the issues that are important to them
- Support efforts to recruit and retain women members to better reflect their presence in the workforce (organizing material, trainings)



- Map and gather data on women's union membership and presence in leadership positions
- Advance concrete measures to increase women's participation and representation in unions, including in organizing, training, collective bargaining and other decision-making processes and structures
- Support the allocation of sufficient budget for women advocacies, projects, programs or activities
- Promote women's leadership in trade unions, including through provisions in union statutes, development of more inclusive leadership structures and election processes
- Increase the visibility of women in trade unions in our communications
- Develop a gender responsive approach to health and safety
- Demand employers to take into account gender based violence in the management of health and safety at work, in line with the new C 190
- Ensure that the strategies, policies and measures towards the development of a sustainable industrial policy and a Just Transition are gender responsive
- Provide education and integrate a gender perspective in trade union strategies related to Industry 4.0, including identifying high-risk jobs or positions and industries, the different impacts on male and female workers and promoting women in STEM (Science, Technology, Engineering and Maths)

