

# DRAFT IndustriALL Feminist Resolution

July 2025

## Preamble

These resolutions were drafted at the IndustriALL Sub-Saharan Africa - FES TUCC Regional Feminist School held in Accra, Ghana, on 27-28 May 2025. This gathering built on the legacy of previous feminist trade union schools in Dar es Salaam, Cape Town, and Johannesburg. It affirmed our shared commitment to deepening feminist thinking, leadership, and organising within the labour movement and to confronting all forms of patriarchy, capitalism, and inequality embedded in union cultures, workplaces, and economies.

We gathered in Accra with urgency and clarity, knowing that the forthcoming 4<sup>th</sup> IndustriALL Congress must reflect our feminist demands, strategies, and leadership. Across our region, women and gender-diverse workers remain the backbone of many industries while bearing, amongst others, the brunt of unsafe conditions, gender wage gaps, informality, and exclusion from power. We are not victims, we are organisers!

We are rooted in a shared need to eliminate all forms of oppressions and discrimination, and embrace feminism as a critical tool for this work. We see feminism as a transformative political project; a tool to dismantle oppressive systems and build democratic, inclusive unions.

We called for feminist unionism to be mainstreamed across all Congress themes - from just transition to trade, from digitalisation to organising. And we resolved to institutionalise feminist accountability, adopt a feminist political economy lens, and build broader alliances across movements.

These resolutions are a collective expression of that vision. They affirm that feminist trade unionism is not optional, it is essential to the future of our movement.

### 1. Feminist Approaches to Union Organising and Governance

Noting that traditional union cultures often marginalise informal workers, non-standard workers, and women workers.

Affirming that feminist organising expands the definition of labour, workers' rights and challenges patriarchal structures that exclude and silence women.

Recognising the need for structural transformation that re-centres the collective experiences, contributions, and demands of women workers.

We therefore demand:

- Consciously ensuring that feminist thinking and approaches are adopted in union organising, collective bargaining and union governance.
- The adoption of feminist principles in all union structures, practices, and leadership development strategies.
- The mainstreaming of gender justice across union policies, programmes, and campaigns to ensure women's leadership is not only included but prioritised and resourced.

### 2. Gendered Work Disparities: Wages, Promotion, Skills Development, Maternity Protection

Acknowledging the persistent gender wage gap, the dominance of men in decision-making roles, and the exclusion of women from promotion and skills development opportunities.

Affirming that maternity protection is a core labour right and that effective enforcement of equality laws is essential.

Recognising that companies routinely resist implementing gender-equitable legislation and monitoring systems, reinforcing gender biases in company policies.

We therefore demand:

- Transparent and accountable pay practices that expose and eliminate gender-based wage and promotion disparities.
- National and workplace-level maternity protections that are rights-based, gender-transformative, and inclusive of informal workers.
- The establishment of a feminist labour research and data centre to monitor compliance with labour laws, support collective bargaining, and strengthen enforcement.

### 3. Occupational Health and Safety (OHS), Including Sexual and Reproductive Health

Affirming that safe and healthy workplaces are a fundamental human right and a trade union imperative, in line with international instruments such as the ILO Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and ILO Convention 111 (Non-Discrimination - Employment and Occupation).

Acknowledging that women workers, especially young, precarious, and informal workers, face unique occupational hazards shaped by gender-based power dynamics, unequal access to services, and the absence of gender-responsive OHS frameworks.

Recognising that sexual and reproductive health rights are integral to workplace safety, autonomy, and dignity.

We therefore demand:

- That OHS standards be expanded to explicitly include sexual and reproductive health and rights, with enforcement mechanisms that centre the experiences of women and gender-diverse workers.
- That feminist trade union leadership be supported and resourced to champion inclusive and accountable OHS policies.
- That discriminatory barriers to healthcare, especially reproductive, maternal, and menstrual health services, be removed through proactive union advocacy.
- All workplaces implement mandatory gender-transformative training on health, safety, and bodily autonomy across their supply chains.

#### **4. Gender-Based Violence and Harassment (GBVH)**

Affirming the work of IndustriALL Global Union and affiliates in campaigning for ratification and implementation of ILO Convention 190 (Violence and Harassment Convention).

Acknowledging that GBVH remains systemic, rooted in unequal power relations, patriarchal workplace norms and cultures, and the undervaluing of women's work.

Recognising that ending GBVH requires both robust policies and sustained cultural transformation led by women workers and feminist allies.

We therefore demand:

- The institutionalisation of GBVH prevention programming and response mechanisms in all collective agreements, workplace policies, and national labour frameworks.
- The deliberate advancement of women into decision-making roles, backed by structural changes that dismantle barriers to participation.
- The development of gender-sensitive and survivor-centred reporting systems that prioritise accountability, safety, and dignity.

#### **5. Women's Unpaid Care Work**

Acknowledging that care work, predominantly performed by women, is often overlooked and undervalued, despite it being the invisible foundation of economies and societies, especially in Africa.

Affirming that the devaluation of care work reinforces gender inequality and sustains patriarchy within capitalist systems.

Believing that care work is the most significant labour industry, which deserves unified attention amongst feminist groups. This common front, a unique feminist ideology focused on care work, will help tackle this seemingly intractable issue with a transformative approach.

Recognising that existing frameworks often overlook women's roles in social reproduction and ignore care work as part of the economy.

Recognising the need for collective action to ensure care work in all its forms is recognised, supported, and fairly remunerated.

We therefore demand:

- The development of national and union-level care work policies that formalise and recognise care work as a vital economic sector.
- Dedicated union budget allocations and campaigns to promote care work as essential, skilled, and deserving of full labour rights and protections.
- The integration of care work into collective bargaining agendas and campaigning and advocating for the inclusion of care work in public services planning and economic policy.

#### **6. Neoliberalism and Global Trade Wars**

Acknowledging the devastating economic consequences of trade wars and neoliberal economic policies on African economies, industries, and workers, especially women workers.

Affirming that decent work be applicable in both the formal and informal economy.

Affirming that feminist political economy provides critical tools for resisting exploitative global trade regimes.

Recognising that IndustriALL must build clear, strategic responses to safeguard African workers from worsening global inequalities.

We therefore demand:

- A coordinated feminist political economy strategy and response within IndustriALL to shape trade policies and solidarity responses that overtly safeguard the future of African Industries.
- Immediate review and reform of all IndustriALL trade and industrial policy frameworks to incorporate the current state, realities, and demands of African workers and women workers, in particular, through a feminist political economy lens.

- Collective mobilisation of affiliates to challenge neoliberal economic agendas and build solidarity rooted in gender, racial, and class justice.

## 7. Corporate Accountability, Due Diligence, Global Framework Agreements (GFAs) and Worker Participation

Affirming that workers, especially women workers, must be at the centre of all due diligence, monitoring, and grievance processes.

Acknowledging the exploitative practices of multinational corporations, particularly within global supply chains where women workers are concentrated in low-paid, precarious jobs, often with abusive and exploitative working conditions.

Noting that every worker, regardless of race, class or gender, has a right to a safe work environment, including participating fully in company negotiations and audits.

Recognising that voluntary corporate social responsibility measures have failed to deliver justice for workers despite the duty and obligation to provide a safe work environment.

We therefore demand:

- Inclusive audit processes led by workers, ensuring their voices are prioritised in corporate accountability and global framework agreements.
- Binding due diligence frameworks that account for gendered impacts on workers and communities.
- Stronger, enforceable global framework agreements that reflect feminist values and are developed with the meaningful participation of women workers.
- Independent monitoring systems that centre worker-led social responsibility, not corporate interests.

## 8. Feminist Just Transition

Acknowledging that climate change disproportionately affects women, especially those in extractive industries, agriculture, and informal work.

Noting that IndustriALL has a just transition guide of practice but no global policy position from a feminist economic perspective,

Affirming that any just transition must be grounded in gender justice, collective action, and social protection.

Believing in the urgent need to address climate change through a gender transformative just transition policy, that leaves no one behind.

We therefore demand:

- The adoption of an inclusive gender-just transition policy that incorporates reproductive labour, care work, and women's economic agency.

- The conscious protection of livelihoods and communities, particularly for those most affected by climate change and industrial restructuring.
- Sustainable, equitable economic diversification plans developed through inclusive and strengthened social dialogue and partnership building.

## 9. Right-Wing Authoritarianism and the Feminist Backlash

Acknowledging the rise in authoritarian and aggressive repression of feminist organising, labour rights, and civic space, particularly targeting women workers in the informal economy.

Affirming that every worker, regardless of class or gender, plays a central role in economies, social movements, and democratic transformation.

Affirming the central role women play in the economy.

Recognising that right-wing backlash is not only political but deeply gendered, aiming to reverse hard-won gains in women's rights.

We therefore demand:

- The equitable and timely implementation of gender-transformative labour and social policies in line with core ILO Conventions.
- The creation of new, intersectional policies where gaps exist, grounded in feminist analysis and informed by women's lived realities.
- That unions stand firmly against the anti-feminist backlash, protecting the rights of women organisers and ensuring civic space for feminist and labour movements.

## In conclusion

We affirm our collective vision of feminist trade unionism that centres the leadership, experiences, and rights of women workers in all their diversity. We reject all systems—patriarchal, capitalist, racist, and authoritarian—that exploit and marginalise. We recommit to building a powerful, feminist labour movement that prioritises justice, equity, and liberation for all.

Collated in Accra, Ghana, on May 28, 2025.