



IndustriALL Global Union  
Asia-Pacific Regional Conference  
15-16 May 2014, Bangkok, Thailand

## **Resolution on Women**

IndustriALL Asia & Pacific Women Conference which met in Bangkok on 14 May discussed various important issues related women workers in our sectors including Safety at Work, Precarious Work and Organising, Maternity Protection and Women Leadership.

On Health and Safety, particular attention was paid to the disaster, a collapse of Rana Plaza Building in Bangladesh happened on 24 April, 2013, by which more than 1,100 garment workers, many of whom were women lost their lives. That showed us how women in our sector, this time, garment sector, were forced to work in dangerous conditions.

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 much more efforts should be made to stop the trend of increasing precarious workers, majority of these are women.

Though 14 years have passed since ratification of ILO Convention 183 on Maternity Protection in 2000, it should be noted with regret that there is no Asia and Pacific country which ratified it. 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.

Living Wage is another priority issue of IndustriALL. There are ongoing struggle to achieve living wage in Cambodia and Bangladesh. Women earn poverty wages despite working for long hours in appalling working conditions

Noting that Political Agreement among the three founding GUFs is giving emphasis of gender balance, directing Executive Committee to establish immediate administrative arrangements to increase women's representation and to take all necessary measure to enable the amending of the Statues at the second Congress of IndustriALL in 2016, we welcome establishing 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 structure, activities of IndustriALL could not be relevant to workers issues in real sense.

After lively discussion at the Women Conference, we submit this resolution on women to the IndustriALL Asia and Pacific Regional Conference to urge to take further concrete actions to be taken by IndustriALL and its affiliates on the following issues among others;

### **Health and Safety.**

We call on IndustriALL to continue to mobilise affiliates and supporters to ensure that in Bangladesh compensation for injured workers and the families of those killed is fully funded and paid, that Brands sign the Bangladesh Fire and Building Safety Accord and to provide practical solidarity to build a strong union movement to ensure improved health and safety and conditions of work.

We will continue the campaign for the ratification of ILO Convention 183.

### **Precarious Work.**

IndustriALL in conjunction with affiliates to provide more focus to our campaign to Stop Precarious Work and ensure clearer goals to ensure decent work for women. To continue organizing and educating precarious workers. Recognizing that women workers are often outsourced, IndustriALL should develop concrete plans to organize these precarious workers.

### **Women's Leadership.**

We call on IndustriALL to commit itself to reaching gender parity at every level of our Federation and within our affiliates.

As an important step to achieve this we call on IndustriALL to amend its statutes to set a quota of a minimum 40% women's representation at all levels of IndustriALL in the Congress, the Executive committee and the leadership including the President and the Vice Presidents, the General Secretary and the Assistant General Secretaries, and including all trainings and capacity building in general and in all IndustriALL activities. The sectors need to have one Co-President man and one Co-President woman.

The Women's Working Group should consider through discussion with affiliates measures to reach this quota.

### **Living Wage.**

IndustriALL to continue to support the struggle for achieving a living wage throughout the Asia Pacific region including the current Campaign in Cambodia to achieve the living wage and stop the repression of union activists.