

PROVISIONAL REPORT OF THE RESOLUTIONS COMMITTEE

The President of the Resolutions Committee will present the recommendations of the Resolutions Committee to the Conference for adoption. Delegates will be invited to vote on the recommendation of the Resolutions Committee with respect to each of the 6 motions.

UNI GLOBAL UNION 6TH WORLD WOMEN'S CONFERENCE

AUGUST 25 - 26 / PHILADELPHIA 2023



RECOMMENDATIONS OF THE UNI WORLD WOMEN'S CONFERENCE RESOLUTIONS COMMITTEE

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INTRODUCTION

The process for the adoption of the Motions for the 6th UNI World Women's Conference began in May 2022 with a preliminary discussion at the UNI World Women's Committee where the topics for all 6 motions were discussed. The motions were sent out to all affiliates for a first round of amendments in January 2023 with a deadline for amendments and proposals by March 2023. In late March 2023 the UNI World Women's Committee met in Madrid to discuss all amendments and proposals.

All UNI regions presented amendments to the motions. 3 affiliated unions presented amendments whilst others did so through their areas. A new motion was presented by UNI Europa Area 4, which was discussed and re-incorporated by the Resolutions Committee into the existing motions.

In July 2023, the UNI World Women's Conference Resolutions Committee, as nominated by the UNI Regional Women's Committees, met over the course of three days to discuss all amendments to the motions before adopting a final version which was sent out to all affiliates in late July 2023.

The Committee had a productive and positive exchange of ideas and perspectives, resulting in a strong consensus on the recommendations to be made to the UNI World Women's Conference.

The President of the Resolutions Committee will present the recommendations of the Resolutions Committee to the Conference for adoption. Delegates will be invited to vote on the recommendation of the Resolutions Committee with respect to each of the 6 motions.

This report contains the recommendations from the Resolutions Committee with respect to the recommended Motions.

MEMBERS OF THE RESOLUTIONS COMMITTEE

UNI AFRICA STELLA DINYAKE	SASBO	SOUTH AFRICA
UNI AMERICAS HEEWON BRINDLE-KHYM	UFCW-RWDSU	UNITED STATES
UNI ASIA PACIFIC JULIA FOX	SDA	AUSTRALIA
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CHAIR CAROL SCHEFFER	CWU	IRELAND
SECRETARY MARTA OCHOA	UNI EQUAL OPPORTUNITIES	SWITZERLAND

MOTION 1

Strategic Priorities 2023 - 2027

Background:

In 2020, during the COVID-19 pandemic, female employment around the world declined by 4.2%¹, with one in four women considering leaving the workforce or downshifting their careers² to take care of their families, highlighting the precarious and disproportionate impact the pandemic had on women workers.

Gender based violence, particularly domestic violence, increased considerably and created a “shadow pandemic³” due to cramped living conditions, isolation with abusers, restrictions to movement; as well as security and income worries that came from the pandemic.

Before and after the pandemic, pressure, exhaustion, exclusion, and mental health issues have been impacting millions of women struggling with structural barriers in their personal and work lives.

As the world re-emerges from the aftermath of the pandemic, there are new emerging crises that threaten society and the world of work. The increase in the global cost of living, caused among other things by the current conflicts affecting the financial and geopolitical framework negatively impacted the access and coverage of basic needs and rights (food, housing, health, energy, etc.). It is time therefore that we rise together for women workers, ensuring trade unions take their rightful place in building safeguards in anticipation of future pandemics and other worldwide crises.

Women face the challenges of gender-based discrimination. Inequalities between men and women in terms of access to opportunities and working conditions in the global labour market have increased. The lack of human rights due diligence largely affects women, as does the effect of political trends on women’s rights.

We will continue to build partnerships with UNI Sectors and Regions, so that recovery efforts reflect the needs of women workers, promoting actions to accelerate women's full participation and leadership, representation in power and strategic positions, and creating decent work with real equality of opportunities for all.

Therefore, the UNI Equal Opportunities Department and the Women’s Group will:

- Maintain its commitment to achieving parity by further improving the participation of women and achieving and sustaining the 40% rule of gender representation throughout all UNI structures and activities.
- Continue to campaign for the ratification of ILO Convention 190 and Recommendation 206, as well as its implementation by affiliated trade unions in collective agreements.

¹ Fewer women than men will regain employment during the COVID-19 recovery” – International Labour Organization 2021

² “Seven charts that show COVID-19’s impact on women’s employment” – McKinsey and Company, 2021.

³ The Shadow Pandemic: Violence against women during COVID-19 – UN Women

- Promote and support the expansion of its Mentoring Program so that women and particularly young women can continue to build the necessary skills to assume leadership positions within their unions.
- Continue to campaign to end the discriminatory causes of the gender pay gap and the gender pensions gap and emphasize the need to organize and collectively bargain to eliminate them.
- Unions can be agents of change to build union power and powerful women with autonomy and independence by supporting organizing campaigns for women and raising awareness on the importance of gender mainstreaming in unions.
- Support and promote women's health through campaigns and workshops that aim at providing a much-needed gender perspective to occupational health and safety.
- Continue to expand the creation of UNI women's networks at global, regional, national, and sectorial levels, to provide support for all women workers.
- Raise awareness and advocate for a gender perspective in all work related to new technologies in the workplace.
- Fight against gender-specific forms of exploitation and fight for gender equality and social justice.
- UNI Equal Opportunities department will continue to work together with trade unions to produce campaign materials that will support UNI affiliates' work around the core issues in the strategic

MOTION 2

Women rising for decent work and a sustainable world

Background:

Decent work and gender equality are at the core of a sustainable future. In a world where climate change is the most important and urgent issue facing humanity, we need a just transition inclusive of women.

The world of work has been rapidly changing. From the rise of automation and new technologies to the increase of remote work and the creation of new areas of work. Workplaces have seen significant changes which, accelerated by the pandemic⁴, have had a profound impact on workers, particularly women workers. The opportunities created by new technologies should be accessible to all and should not be entrenched by gender biases.

Unpredictable working hours and shifts, fuelled by new algorithmic management tools and over-flexible employment models constitute a major obstacle to these key principles.

Women workers are disproportionately affected by scheduling systems based on constantly changing shifts without minimum guaranteed working hours and pay. These systems and structures which compound financial instability and negatively impact on the ability for workers to have work life balance, need to be regulated and legislated to ensure women workers have a voice in determining their working conditions.

Gender equality must be at the centre of workplace laws and is essential to ensuring that care responsibilities can be shared equally by men and women. Society, governments, and employers must recognize and value care as critical social infrastructure and assign fair economic value to them.

The widespread shift to flexible working has had an impact on already existing workplace gender inequalities as women carry a significant burden of domestic and care responsibilities⁵. These inequalities impact not only women's access to promotions but also their pay, increasing an already wide gender pay gap⁶.

While recognizing that hybrid, remote and teleworking, may be attractive to women who are already overburdened with care responsibilities, we must collectively bargain to put systems in place which support women's choices while ensuring full access to promotion, social inclusion, and career opportunities.

To achieve equal pay, we need to strive towards pay transparency legislation, for all enterprises and all categories of work. Robust pay transparency legislation should ensure women's participation in company bonus schemes, promotions, pay audits and performance related management, as key components of pay and how it is calculated. All workers must be free to reveal pay levels without repercussions.

⁴ <https://www.weforum.org/agenda/2022/01/the-5-forces-driving-the-new-world-of-work/>

⁵ <https://uniglobalunion.org/news/uni-survey-shows-impacts-of-covid-19-on-work-life-balance/>

⁶ <https://www.theguardian.com/world/2020/jul/07/how-coronavirus-is-widening-the-uk-gender-pay-gap>

For women to rise, to progress and to thrive, as trade unions we must continue to promote gender equality at the centre of workplace laws and policies and promote inclusive and sustainable economic growth, employment, and decent work for all women. Therefore, precarious work that is unprotected, and unable to support a household must be eliminated.

► **Therefore, the UNI Equal Opportunities Department and the Women's Group will:**

- Campaign for care responsibilities to be recognized as a critical issue including the provision of quality, affordable, accessible care.
- To promote the equal distribution of domestic and care responsibilities which will achieve full integration and retention of women in the labour market.
- As part of achieving a sustainable world now and in the future, we must redress the gendered impact of COVID-19 on women's economic security by campaigning for the integration of gender sensitive clauses and policies in recovery efforts.
- Work together to ensure a post-covid world does not further erode women's workforce participation. This can be done through assessing working arrangements, such as hybrid working, to ensure full access to skills, development, and promotional opportunities.
- Campaign for equal pay for work of equal value and for equal conditions of employment, including the adoption of pay transparency legislation to ensure women's participation in all methods of remuneration and to eliminate all forms of pay discrimination.
- Continue to promote the breaking down of the horizontal and vertical gender segregation of the labour market and the promotion of gender atypical education and career choices, such as women in STEM (Science, Technology, Engineering, Math) careers and AI (artificial intelligence).
- Build support networks for women in STEM (Science, Technology, Engineering, Math) careers through initiatives such as the Mentoring Program amongst others.
- Campaign for equal access to technology and digitalization, including more digital skills for women and stronger awareness of built-in biases in algorithms and digital technology.
- Support affiliates in promoting digital upskilling for women and their ability to participate in the development and ownership of new technologies.
- Support affiliates to implement gender-based initiatives which support the retention of women workers in the workplace.
- Raise awareness on the need of a gender focus in the development and carrying out of training and trade union activities to support work-life balance.
- Campaign against the rise of all forms of precarious employment, unpredictable working hours and shifts, new algorithmic management tools and over-flexible employment models.
- Support decent work, gender equality and just transition initiatives that protect women's livelihoods and ensure a space for them in greener, more sustainable economies.

MOTION 3

Women rising for a world free of violence and harassment

Background:

Violence in the world of work is a threat to the dignity, safety, health, and well-being of all. It has an impact not only on workers but also on their families, communities, economies and on society as a whole⁷.

People of all genders may experience sexual harassment or other forms of violence at work; however, studies show that women tend to be more widely affected than men⁸.

Violence at work is also more often experienced by women working in frontline, interfacing service roles.

When a worker is sexually harassed in the workplace, their sense of personal dignity is undermined. Violence at work creates an unsafe environment which impacts workers health and economic security.

Furthermore, increased remote work has made domestic violence more prevalent and is a crucial workplace issue.

Sexual and gender-based violence can occur both at work and outside of work, but in many cases the workplace is the only safe space for those subjected to domestic violence and should be recognised as such.

► Other forms of violence may include:

- **Economic and financial violence** – such as austerity measures, the growth of precarious work and individually perpetrated financial control and coercive behaviours.
- **Domestic violence** - this type of violence increases in times of economic precariousness and includes sexual and non-sexual violence from partners or other family members. It can also take other forms such as incest, forced marriages and genital mutilation.
- **Violence related to wars** – this can relate to rape used as a weapon of war as well as trafficking of human beings, mainly women and children.

⁷ 160509 document (ituc-csi.org)

⁸ A 2018 analysis of prevalence data from 2000-2018 across 161 countries and areas, conducted by WHO on behalf of the UN Interagency working group on violence against women, found that worldwide, nearly 1 in 3, or 30%, of women have been subjected to physical and/or sexual violence by an intimate partner or non-partner sexual violence or both (<https://www.who.int/news-room/fact-sheets/detail/violence-against-women>)

Violence related to inequalities in health matters, including sexual and reproductive health⁹ – including the criminalization of abortion, the denial of access to reproductive health and the rise of the right-wing political agenda which aims at restricting these rights.

Cyberbullying and cyber harassment : including “grooming¹⁰” of young women and girls; stalking, physical threats, name-calling, trolling, intimidation, revenge porn, blackmail, extortion, and sexual harassment.

ILO Convention 190 and Recommendation 206 define how to prevent and address violence and harassment at work. It designates responsibilities for Governments, for public and private employers, workers, and trade unions to formulate strategies for collaboration.

Therefore, the UNI Equal Opportunities Department and the Women’s Group will:

- Encourage the active participation in campaigns and initiatives against all forms of violence.
- Support efforts and campaigns to decriminalize abortion and support women’s right to choose.
- Raise awareness and educate on all forms of violence and harassment.
- Support unions to collectively bargain, to prevent and eliminate all forms of gender-based violence, using C190 as a negotiating tool.
- Train and inform all workers on the different tools and mechanisms available to prevent violence and harassment in the world of work and allocating the necessary resources to achieve this.
- Support and encourage affiliated unions and their lobbying efforts to ratify ILO Convention 190 and Recommendation 206.
- Denounce all forms of violence inflicted on women in the name of traditional and cultural practices.
- Continue to work with other Global Unions and like-minded organisations to form coalitions and alliances to combat all forms of violence and harassment.

9 The WHO (World Health Organization) points out that around 830 women die every day in the world due to complications related to pregnancy or childbirth. In 2015, 303,000 women died during or after pregnancy or delivery, most of these deaths occurred in low-income countries and most could have been avoided (<https://www.who.int/news-room/fact-sheets/detail/maternal-mortality>)

Each year, almost 1/4 of pregnant women on all five continents choose to have an abortion, regardless of the legislation that governs abortion. But "only 60% of them are practiced safely". However, "every year, 68,000 deaths are due to unsafe abortions." Finally, "it is estimated that if women who do not want children use effective contraceptives, up to 100,000 maternal deaths could be prevented each year" (<https://www.who.int/news-room/fact-sheets/detail/abortion>).

It is estimated that in Asia and sub-Saharan Africa, more than 2 million young women live with untreated obstetric fistula (<https://www.who.int/news-room/facts-in-pictures/detail/10-facts-on-obstetric-fistula>). However, these diseases have dramatic consequences, since women are generally excluded from their families and communities, giving rise to discrimination.

The WHO points out that to avoid them, it would be enough:

- to postpone the age of the first pregnancy.
- to end harmful traditional practices; and
- to provide timely access to obstetric care.

10 Refers to the criminal activity of becoming friends with a child to try to persuade the child to have a sexual relationship.

MOTION 4

Women rising in unions

Background:

It is acknowledged that the 40 for 40 campaign with its 40% rule, as well as all the other UNI Equal Opportunities campaigns have been very progressive towards the creation and development of women trade union leaders.

And although there has been a significant rise in women's participation at UNI conferences and in UNI decision making structures, progress needs to continue to be made to ensure that women's voices and opinions are heard, understood, and mainstreamed into the trade union agenda. It is this diversity that strengthen collective bargaining and ensures equal participation.

Mentoring has been established as a long-term successful practice towards building women activists for union progression. Mentoring has benefits for all participants through the imparting of valued knowledge and experience and the progression of women to take up with confidence senior positions in the trade union movement. This in conjunction with the UNI "Gender Take Away Package", has opened a way forward to ensure that the 40% rule is implemented in a meaningful way.

In many countries around the world women make up the majority of trade union members. However, they still face barriers to being active in their trade unions, like the increase of domestic violence, the lack of balance in care responsibilities, and the rise of precarious work.

The future of strong unions requires a gender perspective mainstreamed throughout all trade union activities.

Trade unions have a responsibility in promoting gender equality. Gender equality cannot only be an issue dealt with by women.

► Therefore, the UNI Equal Opportunities Department and the Women's Group will:

- Continue the UNI Mentoring Program to ensure that affiliates in all sectors and geographic locations participate and take advantage of this progressive initiative.
- Support the creation of women's networks across UNI regions and sectors.
- Monitor the 40% rule across the breadth of UNI activities, training courses, and meetings with the aim of reaching equal and diverse representation.

- To support the 40% rule, initiatives for women trade unionists must be put in place to ensure a gender perspective that includes greater women participation at the negotiation table as well as support their development.
- Continue to develop and enhance ongoing initiatives and campaigns, like the ‘That’s Why’ campaign, to encourage women into active union participation and decision-making structures.
- Identify new mechanisms and programmes for women trade unionists to secure their future in the trade union movement.
- Work in partnership with UNI Sectors and Regions, to secure gender mainstreaming towards equal participation of women in all UNI sectors.

MOTION 5

Women rising for Health and Safety

Background:

The ILO's framework of Fundamental Principles and Rights at Work (FPRW) now includes a new principle on occupational health and safety as a fundamental right.

Occupational health from a gender perspective needs to be addressed specifically. Many health and safety issues have been historically evaluated using the male physiology as the reference. Risk assessments have failed to adequately take into consideration physiological differences in relation to workplace safety such as chemical exposure, protective equipment, manual handling, heights, equipment, and tools.

The female physiology in many cases can be impacted differently by toxic chemicals, handling manual loads, varied shift patterns and other factors. Furthermore, the workplace needs to take into consideration reproductive and life cycles, such as pregnancy and menopause.

Women are still carrying the brunt of caring responsibilities, which creates a higher risk for work overload, stress and mental health issues when supportive work life balance arrangements are not in place.

Women workers are also at greater risk of violence and harassment at work, which can result in both physical and psychological injury.

► Therefore, the UNI Equal Opportunities Department and the Women's Group will:

- Raise awareness on the need for gender appropriate research and data regarding the impact of health and safety.
- Promote and support campaigns such as the UNI Equal Opportunities campaign on Women's Health.
- Promote the negotiation of clauses and legislation that include a gender perspective to occupational health and safety including a focus on mental health.
- Encourage UNI sectors and their affiliated unions to undertake sector specific research on women's occupational health and safety.
- Support the unions in demanding that a gender perspective to health and safety risk assessments is integrated into policies and collective agreements, such as gender equality policies that support the needs of women throughout their reproductive and life cycle.
- Promote and support women's health campaigns carried out by UNI affiliates, which includes awareness raising, advice, and access to preventative and reproductive health.
- Work towards ensuring that progressive and sustainable occupational health and safety standards for women at work are at the heart of negotiations and collective agreements.

MOTION 6

Women rising for Youth

Background:

Global youth employment declined by 34 million, a situation that has been worsened by a decade-long financial crisis and a health pandemic¹¹.

Young people are three times more likely to be unemployed because of structural barriers that prevent them from entering the labour market, impacting their economic security and social mobility, creating significant insecurity amongst young workers negatively impacting their mental health.

Although women represent 50% of the total existing labour force, their participation in the trade union movement, especially in leadership or decision-making positions is still very low. This situation applies particularly to young women. Social and cultural gender stereotypes add additional obstacles for young women to access the labour market and engage in trade union activities.

The lack of participation of young women results in them having less of a voice to negotiate on issues that directly affect them. It hinders their professional and personal growth within the trade union movement.

It is vital that we strive collectively to break down the barriers that young women workers face and support their access to the workforce and to the trade union movement.

Therefore, the UNI Equal Opportunities Department and the Women's Group will:

- Campaign and educate on the need to include gender mainstreaming in trade unions with the aim of breaking down structural barriers that limit the access of young women to the workforce and the trade union movement.
- Continue to campaign against violence and harassment including gender-based violence, domestic violence, and third-party violence.
- Continue to support the involvement of young women across all UNI structures at the national, regional, and global levels and involve young women in the design, discussion, and adoption of policies and campaigns.

¹¹ According to the ILO's *Global Employment Trends for Youth 2022*, youth employment declined by 34 million between 2019 and 2020. Most of the employment loss translated into labour force exit owing to the extraordinary circumstances of the crisis. The potential labour force, which comprises young people who are not part of the labour force but are marginally attached to the labour market, rose by 7 million. The number of those outside the extended labour force rose by 27 million.

- Continue to secure that young women have a seat at regional women's committees.
- Promote and support training and educational programs, such as Mentoring, to build leadership skills and support young women and their inclusion in the trade union movement.
- Support the inclusion of youth issues in collective bargaining and negotiation demands.
- Support the aim to achieve 10% youth representation in all UNI events.