

Draft Gender Indicators

draft document

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Mainstreaming Gender Standards in Collective Bargaining

A gender project of AWARD

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Women in both the trade union movement and the formal work environment face obstacles which inhibit the progress of their concerns. Despite a range of gender resolutions passed at trade union congresses and the equality clauses inherent in the constitution and labour legislation, issues of particular concern to women are not mainstreamed in trade union negotiations. In instances where issues such as maternity benefits are fully integrated, women workers may still face difficult choices when it comes to ensuring that rights and labour laws are adhered to in the workplace. Many women workers often find that their position at work has been changed while they have been off on maternity leave, or they have been included in a retrenchment negotiation while away.

An important question to ask in building a framework of gender indicators for collective bargaining, are what are the obstacles in trade unions which inhibit women's active participation in collective bargaining?

Obstacles on the outside of trade unions

1. A first obstacle is women's position in the home and family. Societal attitudes often mean a lack of support from family structures. Limited access to transport to attend meetings, and large amounts of family responsibilities also mean less time to participate in trade union structures. Lack of access to basic services and poor living conditions also inhibit women's trade union activities. Economic restructuring and changes in patterns of work resulting in atypical work are also responsible for women's weak participation in trade union activities.
2. Women often occupy the weaker positions in the labour market, and this itself is an obstacle to trade union participation. Within South Africa's manufacturing sector, the weakening of that sector's economic viability in the face cheap imports and global competition from South East Asia and the resulting increase in casualisation have seen membership numbers drop when compared to the beginning of the 1990s. Where women workers enter the new forms of labour (i.e. casual, seasonal, contract and informal), their relationship with the trade union is affected. Trade unions often do not have a clear vision of how to organise these workers.

However an example of home-workers being catered for is in the 2001 and 2002, and 2003/2004 SACTWU national wage agreement. The Employers Association and the union agreed to establish a Homeworkers Working Group and to "consider a range of benefits for homeworkers including registration

with the Bargaining council. However any levies and benefits will be provided for at cost to workers and providers of work. While the clause itself (Clause 11.2 of 2003/2004 SACTUW national wage agreement) is groundbreaking, for as long as home-workers (predominantly women) receive piece-meal wages, they are exploited and marginalised in terms of trade union and legislative protection.

In SACTWU's 2016 Programme of Action the union adopted a resolution aimed at growing membership. This resolution also recognises the changing nature of work and its diverse categories within the clothing sector. This union is also saying labour laws should be strengthened to protect atypical workers, and that Bargaining Council agreements must be extended to include these workers.

3. Socialisation patterns can also negatively affect the bargaining power women have in trade unions. According to Van Osch and Mulders (New Trade Union Perspectives: Netherlands Trade Union Publication, undated), "when (women) claim equal rights, (they) often have to face cultural and political hostility inside and outside the trade union. Moreover, certain cultural attitudes result in women's views not taken seriously".

Obstacles within trade unions

4. An overview of all the SACTWU's national wage agreement (199-2005) show that not a single clause is directly related to the 'unequal conditions and status of women (who form the majority of this union's membership) in the reproductive sphere'. In general issues of equality are not directly linked to gender equalising policies and negotiating strategies of trade unions. Most are linked to 'bread and butter issues', and more recently to HIV/AIDS. Even the big labour and gender issues of the 1990s such as job grading have become almost obsolete in the face of atypical forms of work.
5. Women's traditional role within the trade union movement (i.e. as member, or in 'women's structures such as gender committees, fund-raising committees, HIV/AIDS committees and such) have not allowed them much mobility within the more political structures of the trade union. The president, general secretary, regional secretariat structures, media-spokespersons, and education have traditionally been male positions. It is often the political structures which give guidance during times of collective bargaining strategy. Women's under-representation at these levels often mean that their issues and concerns do not receive serious attention.

In addition there are some studies which show that women workers often reject the confrontational methods and strategies used during collective bargaining. A Dutch study on Export Processing Zones show that women prefer a style of bargaining that leaves the door open for negotiating. Women

seem to think that continued negotiating reduces the chance of dismissal. Women with family and child-care responsibilities are often not in a position to negotiate aggressively.

What are the issues most pressing for working women

6. Income Security and Control over income

Many women workers are concerned with income security than levels of income. All workers of course want to increase their spending capacity. However their reasons for doing so are very different. Women want the security of a regular wage which would provide for stability for their reproductive needs. Where they take to the streets for an increase in wages, they do, so as to afford food and basic services, Men may take to the streets to 'fight for higher wages to compensate for inflation'. The issues of major importance to women workers are job security, income stability, and social security (i.e child-care, maternity, sick leave, paid holidays and unemployment benefits).

7. A recognisable link between labour and reproductive responsibility

A working life which recognises the responsibilities of family and home life is what most women workers want. Women are often the first to join movements and organisation which tackle issues of housing conditions, access to basic services (the New Women's Movement fight for improved Child Support grant Services during the mid-1990s is an example of this), child-care facilities and a safe environment.

Due to the precarious labour environment within the formal economy (Cosatu is reporting 40% unemployment) South African women workers are currently in a weak position to negotiate on issues which will improve their working lives while linking it to their reproductive and home-life. However the following are issues which can be mainstreamed into collective bargaining strategies:

Wages and benefits

- No compulsory over-time work, but where over-time is worked, benefits must be in place
- Equality in benefits – i.e. housing subsidies, pensions, medical and dependent allowances.
- adequate, safe and subsidised transport facilities
- Employment equity for women workers – i.e. equality in job classification and grading
- Equal work for equal pay .

Maternity Benefits and protection

- Employer provision of maternity benefits – i.e. maternity leave and cash benefits
- Job security

- Reproductive health-care or workplace services
- Leave for pre-natal check ups
- Extension of maternity rights to asptive mothers
- Nursing time-off
- Employer provision of child-care facilities

Other

- Place of work must be reasonably located in relation to its distance from place of residence

8. Re-evaluation of women's work

Labour market analyses often ignores the contribution of women's work when it comes to raising future generations. The unpaid-labour involved in house-hold production is left out of women's work records, and the recognition between work (i.e. reproductive work) and employment is never formally recognised in trade unions. An admission of that of course would be as a formal negotiating strategy in wage negotiations.

How can women's issues be translated in trade union strategies

9. It must be recognised that women have multiple gender roles and this is reflected in their needs. These needs should be reflected in bargaining agreements. For example a working mother would require paid time-off for the educational needs of her children (i.e visiting the school teachers or special assessments etc), while allowances should also be made for unmarried women with alternate family needs (e.g. working HIV/AIDS orphans taking care of younger children).

It must be recognised that women's bargaining power is greatly reduced when work burdens, family burdens and problems in the community affect their work performance. Economic restructuring, and the phenomena of the working poor have forced many women workers to increase their work-load by taking on a second or even third job by way of augmenting the family income. As long as reproductive issues are not linked to productive issues women's bargaining power within mainstream socio-economic development will remain weak. For this to happen, firstly trade unions need to restructure the way in which political power is shared, perhaps then women too can equally decide the negotiating strategies and agenda.

(source: *New Trade Union Perspectives: Organising Women Workers in the agricultural sector, export processing zones and the informal economy*, Mulders and van Osch, Ed)

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Name: _____

Date of Birth: _____

Address (in full): _____

T/ Union (*write in full*): _____

Sector: _____

Region: _____

Province: _____

How long have you been a union member: _____

Please indicate if you have any special dietary requirements

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Mainstreaming gender in collective bargaining

Draft Questionnaire

1. What is your role in your trade union (please tick)

* shop-steward * gender-co-ordinator *spkr*

* regional secretary

* regional treasurer

* regional chairperson

* regional vice-chair

* regional office bearer

* union administrator

2. Are you part of a wage negotiating team (please tick yes or no)

* yes * No

3. If yes, briefly describe your role?

4. If no, how do your demands (as a woman worker) get into a negotiating strategy?

5. What are considered gender issues in your union *SR RECOMMENDED* *What issues raise*

equal pay

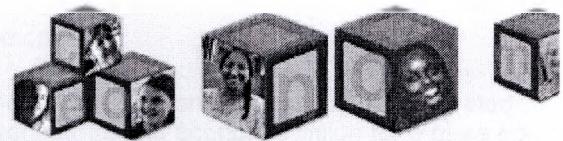
sexual

6. What do you consider gender issues for wage negotiations?

7. How many women are part of your union's wage negotiating team?

Thank you for your time

http://unpac.ca/economy/minwage_2004



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Gender Budget Project

The following list was developed by UNPAC members and friends as part of our gender budget consultation in the spring of 2004. Please note that this list does not represent the official position of the UN Platform for Action Committee Manitoba (UNPAC)

A. Recognition of the economic contribution of essential services

1. Recognizing that childcare benefits the economy tremendously in giving women and men the opportunity to participate in the paid workforce, we ask for government commitment to a fully funded, accessible, universal, high-quality, and integrated childcare system. In particular the government of Manitoba should:

- Recognize positive investment of childcare by undertaking research to document the return on investments.
- Create more new spaces.
- Supplement wages for workers so that day care workers are paid on par with elementary school teachers.
- Provide more money for training workers and expand training programs.
- Provide more operating grants for centres.
- Provide incentives and legislation for employers to provide childcare for employees.
- Eliminate the \$2.48/day/kid that parents who qualify for subsidies are still charged for childcare, as it is still too high.
- Eliminate all parent fees within 10 years.
- In the short-term provide more funding for parent subsidies.
- Provide free childcare for single mothers on social assistance so they can look for work.
- Compare cost of childcare versus the cost of the downtown arena over a generation.
- Work toward cross-departmental and cross-ministerial coordination and collaboration to ensure that childcare needs are taken into consideration in economic development planning, in social and community development planning, and in all other relevant provincial activities.

2. Provide free post-secondary education to enable all to have fuller access in order that all have the opportunity to make full economic contributions. At minimum, provide more educational bursaries. Another idea is to pay students for their studies in exchange for their promise to work in the province/country.

3. Provide more funding for training homecare workers as well as higher wages in order to improve services and provide a living wage.

4. Recognize that food, housing, clean air and water, and community involvement are essential to health and there can be no healthy economy without these.

5. Recognize that preventing social problems reduces the cost of social programs in the end and that social services are an investment in the future. Spend more now for future returns, both financial and social. Focus

expenditures on long-term outcome rather than simply immediate costs.

6. The NDP in partnership with labour, community groups and the government should develop an integrated fiscal policy that will secure funds to implement their social, environmental and economic vision for a more co-operative society.
7. Because of the essential economic contributions of essential services, the Province of Manitoba should also lobby the Federal Government about such things as childcare and housing instead of focusing all or most of its energy on lobbying for more money for health care.

B. Innovative programs

8. Provide respite days for single moms (working and otherwise). At minimum, enact legislation in support of paid parent days off for family needs, and provide free vacations for families headed by single moms at government operated cabins at Hecla and Camp Morton. Both were platform policy items in the previous election.
9. Provide recreational facilities for kids, especially those from poorer families. Early intervention is essential.
10. Develop a new "second chance" program, which enables social assistance recipients to receive student loans. This is especially important for teen parents who have had to drop out of school in order to take care of their child/children.
11. Provide long-term housing options to survivors of domestic abuse.
12. Implement a government-housing fund that provides low-interest mortgages (banks charge high-interest) for those wanting to buy their own homes. Monthly payments by homeowners would go back into this fund for the next homebuyer.
13. Make Doula services (paid labour companion) for women covered by Manitoba Health. This would decrease time in labour and save money as well as being helpful and healthier for women.
14. Quadruple the midwifery budget so that we have at least 100 midwives in Manitoba. This would provide quality care and save money especially in Northern Manitoba where many women are forced to leave their communities for several weeks in order to give birth to their children.
15. Set up Breast Thermography Clinics for early detection of cancer as part of Breast Cancer Detection program. Thermography is non-squish and available for \$250 outside Manitoba, and can detect cancer in early enough stages for prevention strategies to work.
16. Implement a fitness and health dividend, which supports health prevention and decreases need for treatment.
17. Create opportunities for different funding bodies to come together to make their programs known to community groups and for different levels of government to communicate with community organizations. The Women's Social Justice Forum held in February 2002 and sponsored by a number of Federal government departments including Health, Justice, and Status of Women, is one example.
18. Reduce the "salting" budget by 20% over 5 years while protecting our fresh waters by using a new "salt" on

the winter roads and streets. This "salt" is mixed with molasses, and appears more golden than the regular salt. It is far more efficient - has a lower freezing point and is less damaging in terms of corrosion. Because less is needed, costs are reduced and there is less salt in the run-off therefore reducing the salinity of our fresh waters and run-off.

19. Create an intergenerational mentorship program to reduce teen pregnancy.
20. Add more government support to the participatory budget process. Consider adopting the alternative budget system being adopted in Guelph, Ontario and already practiced in Porto Alegre, Brazil as well as other jurisdictions to make the budget more participatory and democratic. Low-income women need especially to be made a part of the budget process as what happens in the budget affects them so deeply. The government could also consider funding community organizations to organize the participatory budget process.
21. Create simpler and more cost-effective processes for community input/disagreement with regards bylaws, etc. The current system of hearings is expensive and tedious.
22. Address the democracy deficit by making government sensitive and accountable to citizens on big issues – not just every 4-5 years at election time.
23. Create a system of Canadian study circles/community meetings to discuss important community issues, supporting grassroots democracy and citizen empowerment. Homeowners hosting these meetings could get a tax break for supporting democracy. (This is a process used in Sweden.)
24. The Manitoba Government should initiate a public consultation process around the next SUFA(Social Union Framework Agreement) review. While the Government is to be commended for the consultation undertaken during the last review, the time frame allowed was inadequate - it was the first time most of us had seen it the document. The next review will be in 2005 so the consultations could start now. The Manitoba Government could be a leader in this process by responding to this request by Manitoba citizens.
25. Teach economic literacy not just for women but also especially for women. Train people in the budget process who could go out and train others.
26. Implement programs to educate men on the importance of supporting women.
27. Raise women's representation in government from the current 20% to 50%.
28. Support programs that offer transition support for retiring people to work part-time while mentoring younger workers and not lose their pension and benefits.
29. Support community economic development strategies that encourage local production for local consumption, local reinvestment of profits, human dignity, and neighbourhood stability while improving the health of whole communities.
30. Provide employer rewards to businesses who hire people with disabilities. Make accessibility a right.
31. Use profits from publicly owned crown corporations to pay for essential services such as childcare, etc.
32. Implement a gender analysis of all government programs including the budget as a whole with the goal of making gender equity a reality. In particular need of a gender analysis are the welfare system, the student loan system, and a gender analysis of Manitoba Hydro in order to show the impact of hydroelectric development on women in northern communities. Before becoming law, all legislation should be subject to a feminist analysis

and input.

33. Form a non-partisan healthy public policy committee to ensure decisions improve health and to screen spending.
34. The Province of Manitoba should adopt an Ethical Procurement Policy that ensures that all products purchased by the Province are made by unionized labour, fairly traded, and No Sweat.
35. Legislate that workers who work on government contracts including courier services need to be unionized.
36. Create women's bonds that would fund women's economic development groups.
37. Develop more wind power and other alternative power solutions rather than focusing on hydroelectric development which has had a devastating impact on many communities in Manitoba.
38. Introduce full cost of accounting for manufacturing/processing plants concerning natural resources and the environment. Corporations and industries should pay real costs of exploiting resources (i.e. clean-ups).
39. Give tax breaks to companies who contribute to their community by developing in neglected areas of a province or city, putting childcare on site, paying fair wages, buying locally, and providing long-term employment thereby encouraging corporations to spend more money in their communities.
40. Support lunch and after school programs for low-income families.
41. Add new courses to the public school curriculum including problem solving, economic literacy, parenting, and educating men and boys on feminist issues.
42. Provide free essential services such as hydro and water. Alternatively, subsidize utilities for low-income people (SaskTel does provide a certain number of free phones for people on social assistance). At minimum, remove the provincial sales tax (PST) from these services.
43. Make public transit free. At the very least, provide free bus passes for low-income people including all persons with long-term disabilities, single parents on social assistance, and seniors on fixed low-incomes. Using public transit both enhances individual health and reduces pollution.
44. Fund and encourage inter-faith dialogue to promote unity and well being of our multicultural society.
45. Both Canada and Manitoba should demonstrate their leadership by signing on to the Simultaneous Policy - a peaceful political strategy to democratically drive all the world's nations to apply global solutions to global problems, including combating global warming and environmental destruction, regulating economic globalization for the good of all, and delivering social justice, peace and security, and sustainable prosperity.

C. Recognition of unpaid work

46. Provide greater tax credits and support to the women/families that choose to stay at home with their children. This especially is important to lower income/middle income families. Women often have to make family choices based on economic reasons, and are torn between emotions as they make a decision to work or stay at home to be with their children.

47. Provide supports for unpaid care giving as essential to our entire economy.
48. Recognize community/charitable work by providing tax credits for volunteer work. Recognize the unpaid economic contributions of people on social assistance.
49. Value unpaid work. Count hours spent on unpaid work (childcare, elder care, volunteering) and give tax credits accordingly. One idea is to use the Independent Living Resource Centre's expertise to determine pay for hours. Consider at programs already in place (i.e. Australia)
50. Link people performing unpaid work to opportunities for education, transport, respite, caregiver support systems, transition support, etc.

D. Redistribution of wealth

51. Reduce taxation on child maintenance. Child maintenance contributions are currently deducted, penny for penny, dime for dime i.e. 100% taxation rate. Reduce poverty and support the economy by reducing this particular "taxation" rate by 75%.
52. Stop clawing back childcare subsidy for common law partners. At the same time, implement a claw back on childcare services subsidies from families earning \$50,000, proportionately on a sliding scale.
53. Allow people on social assistance to buy their own homes in order that they may get ahead. Rent never ends but a mortgage does.
54. Eliminate interest on student loans and disallow banks to make money on student loans. Banks are privileged to be "chartered" (given a license to print money) and should give back by administering student loans at cost. Currently students are being "gouged" while getting an education, which allows them to contribute to a more educated labour market – something that both government and business want.
55. Legislate the amount that banks can charge for service fees as well as fees charged by pawn brokers.
56. Recognize that we are not doing migrant workers a favour by offering them low-paying jobs but rather that they are doing us a favour by doing difficult work for low pay. Compensation at the most basic level requires respecting the human rights of all migrant workers recognizing that they are often using their tiny wages to support entire family both in Canada and in their country of origin.
57. Provide more money for inner-city housing as opposed to new suburb developments that benefit corporations and individual wealth.
58. Allow social assistance recipients to keep their savings. Do not make poor people poorer by forcing them to cash in RRSPs, RESPs, and other savings before they are eligible for social assistance.
59. Subsidize costs for healthy food for northern Manitoba (i.e. milk) not just for unhealthy food such as alcohol, and pop.
60. Raise minimum wage so that people can pay more taxes. Index minimum wage to the cost of living
61. Integrate immigrants into labour market. Provide opportunities for foreign-trained professionals to be accredited and licensed to practice their careers in Manitoba and they will pay a significantly higher level of

income tax and consumption taxes. At the same time strive for gender parity in immigration

62. Implement a Guaranteed Annual Income according to the NDP Policy on Basic Income, which is high enough to cover essential costs for full community participation.

63. Instil equity in the adult learning sector for women practitioners by insisting on equitable wages for publicly funded learning programs. 90% of the teachers in the 34 provincially funded community based literacy programs are female and the majority of those practitioners donate volunteer hours to ensure the learners in their classes have upgrading and learner-centred programs. 30% of the adult learners who participate in these programs exit social assistance and find jobs while involved with literacy programs. The savings to the public purse outstrip the tax dollars used to run the adult literacy programs. At the same time, teachers in the K to 12 systems earn up to 5 times the salary for similar work and have access to more supports.

64. Increase social assistance rates so that all have access to the essentials in accordance with the United Nations Covenant on Economic, Social, and Cultural Rights to which Canada is a signatory. Note that bottom income earners are more likely to spend their earnings within their communities thereby benefiting entire communities

65. Increase Aboriginal people's involvement in the economy in order that we may all benefit.

66. Remove tax from family planning items such as condoms. Feminine hygiene products

67. Make income tax more progressive. One way this can be done is by creating more high-end tax brackets.

68. Tax capital gains at 100% of tax rate.

69. Allow students who graduate and have outstanding student loans to write off the interest on their loan as a tax write-off. Interest on student loans should be a tax write-off in the same way that business writes off entertainment. Student loans are truly a cost of doing business.

70. Make tax concessions given to corporations transparent (i.e. land grants, building funds).

71. Work towards alternatives to public-private partnerships. Too often these partnerships privatize profit and socialize risk. In many such agreements private companies have made a large profit but have not given back to the community. Often taxpayers have been forced to cover the costs if something goes wrong. An alternative is public-public partnerships i.e. using money from Hydro or a pension plan to invest in future returns.

72. Make all government spending transparent and efficient.

73. Recognizing the contributions of the earth towards the economy, develop an ecological framework governing all government activities.

74. Develop a Genuine Progress Indicator (GPI) to measure the value of such things as water, trees, peace, and community.

75. Grant charitable-tax status to organizations working on advocacy

76. Get rid of the balanced-budget legislation and replace with a rolling 2-year budget. A budget should not be thought to be balanced when it is done on the backs of people with low income, people of Aboriginal ancestry, people with disabilities, youth, students, new Canadians, women raising children, and seniors.

77. Increase the level of lowest personal taxable income.

78. Study the value of the revenue loss to governments of tax write offs such as businesses being allowed to write off "entertainment" including box suites in the new arena, business lunches, and alcohol.

E. Better services

79. Enhance the legal aid system in the following ways:

- Increase eligibility and criteria for legal aid funding so that it is accessible to all who need it, including single mothers.
- Provide access to information (perhaps web based) and staff support to answer questions about court process when women are representing themselves in Family Court. Dedicated staff for the public inquiries could be one way to go. This is not to say citizens are to receive free legal advice, but access to someone in the court administration system that can answer straightforward questions about how to file documents, access services, and how to follow the necessary procedures.
- Provide sensitivity training to judges to ensure they listen to people who represent themselves.

80. Provide more funding for foster parents for training in dealing with FAS/FAE children.

81. Neighbourhoods Alive and Healthy Child Initiatives are very successful government programs. Expand on them and make a long-term commitment to them.

82. Eliminate suspensions in schools and replace them with in-school detentions as this is causing an escalating problem in unsupervised children, which leads to far greater and expensive problems further down the road.

83. Make maternity benefits universal by extending parental leave to all workers.

84. Ensure that the health care system reforms take into consideration support staff and don't lead to such solutions as privatizing food and laundry services.

85. Expand practicum availability at all education levels.

86. Create broad-based programs to help people who have dropped out of school.

87. Support residents associations, which work to improve the quality of housing and support democracy building.

88. Implement a 4% cap on Regional Health Authority administrative spending.

89. Ban trans-fatty acids in order to promote health.

90. Stop the paternalistic policy of welfare (i.e. spouse in the house rule).

91. Consider the strength of the women's community and other non-government organizations (NGOs). Create incentives to reward organizations to work together (administrative costs are expensive).

92. Much of government expenditure is for projects rather than core funding. Reestablish core funding for such things as rural women's organizations in addition to project funding. Core funding covers administrative costs

and allows for thinking ahead.

93. Make improvements in the Employment and Income Assistance program:

- Eliminate welfare.
- Lobby for change to the Federal Government concerning EI required hours since the shortfall falls on the province.
- Revise the required hours recognizing areas where access to employment is limited.
- Allow people who make small amounts of money to keep more of their earned income.
- Provide day care for infants – after EIA runs out – or extend benefit.

94. Provide more computer training in order to increase accessibility to employment.

95. Provide pro-rated benefits for all workers including part-time workers.

96. Stop free trade and instead promote fair trade.

97. Avoid trade agreements that infringe on Canadian sovereignty at federal, provincial and municipal levels. This includes all agreements that will have a negative impact on public services like health, education, and water.

98. Implement coverage for alternative health services (ie. homeopathy, elder care, counselling).

99. Recognize that optometry and dental are basic health needs.

100. Replace the charity-based social assistance system with a community development model.

101. Work toward better working and living conditions so we do not exploit immigrant workers that come through programs of the Provincial and Federal Governments and the business community. Current working situations create a new type of rationalized/legitimated slavery. ie Brandon Mexican workers in slaughterhouses and hog farms as well, Live-In Caregiver Program.

102. Fund immigrant women's resource centres including child care.

103. Until there is adequate affordable housing, increase the number and amount of housing subsidies to a larger number of citizens, including single adults under age 55 who qualify and single parents. Have housing subsidies follow the citizens into the private housing sphere where housing stock meets security and sanitation standards. Ensure that low-income housing is not ghettoized but rather that there is a range of mixed income, mixed generation, and social housing. Training programs can also be connected to social housing building projects.

104. Improve language-training programs for refugees/immigrants especially for the workplace.

F. Revenue generation

105. Fund EIA recipients to register and complete courses that are longer than one year. The graduates will earn enough to support themselves and their families in dignity; they will get off EIA, contribute to the

economy, thereby turning liability into investment.

106. Increase scholarships and student grants conditional on reaching certain criteria of achievement. Higher incomes will translate into more income taxes paid and more money in the economy.

107. Adopt the policy put forward by the Manitoba Teachers Society to take education funding off municipal property tax and transfer it to a provincial Education Support Levy, which would later be phased out.

108. Increase personal and corporate income tax for higher income levels and larger, more profitable corporations.

109. Tax all foreign (including US) movie video rentals at least 10% to provide money for Canadian Art development funding. Our art and entertainment personal budgets probably go to this area universally, and not into 'less-accessible' Canadian art and film, and this directly affects many women in the arts.

110. Reverse corporate income-tax cuts and end the tax gifts to corporations. Let them move to 'greener' pastures.

111. Implement green taxes such as a Kyoto tax, a plastic bag tax, commuter distance taxes, a tax on vehicles in which there is only one person (Washington state has experimented with this), and fees for consumption and destruction of the environment (water, air, soil).

112. Implement a tax on pornography including internet pornography.

113. Tax violent video games.

114. Decriminalize prostitution and tax it.

115. Legalize marijuana and tax it.

116. Investigate government revenue losses from tax shelter savings programs such as RRSPs. Consider implementing stricter limits.

117. Tax out of province Manitobans who earn money here but spend it elsewhere. Ensure that businesses who live/work here but have their headquarters in another country pay tax here.

118. Tax luxury items such as foreign and exotic vacations or consider an idea like the Seattle Latte tax – an additional 10 cents on lattes, which is directed to child development.

119. Increase taxes on products that lead to poor health while lowering taxes on products that promote good health. For example, consider a tax on fast food because it leads to poor health and environmental degradation.

120. Introduce the Tobin Tax, a tax on stock market and foreign currency speculation that is redirected to social development.

121. Stop corporate bailouts and the ease of reopening businesses that have gone bankrupt under a different name as a means of avoiding responsibility.

122. Work to end "capital flight" in which big businesses take money away from communities. Implement

currency controls.

123. Raise the prices on Canada's raw resources (i.e. lumber, etc.)

124. Retain and strengthen our crown corporations – Do not forfeit this opportunity for revenue. In fact, create more crown corporations, for example a federal crown corporation for telephones. Alternatively, SaskTel could buy MTS and create a prairie public phone company.

125. Tax casinos.

126. Tax corporations to support post-secondary education since they benefit from it.

127. Link fines for violent acts to community development as well as victim services.

128. Rather than competing for lowest minimum wage in Canada, Canadian premiers could harmonize up by making a high-wage agreement.

129. Redirect Manitoba Investment Opportunity Program (MIOP) grants toward public services such as childcare.

Collective Bargaining and Gender Equality

Countries made significant progress toward including issues affecting working women's rights and equal opportunities at work in collective bargaining during the 1990s. This was one of the main conclusions of a study carried out by the ILO (Regional Office for Latin America and the Caribbean and the ILO Bureau for Workers Activities, ACTRAV) in six countries. The results are included in this issue of Labour Overview.

The main issues subject to bargaining included extending maternity leave and the period during which pregnant and nursing women cannot be dismissed, the creation of paternity leave and its extension for longer periods, protection of the father from dismissal for a specific period after the birth of children, the guarantee of full wages to women who take maternity leave, some measures to support men and women in their family duties, several elements related to child care (extension of nursing periods, leave from work due to children's health care, guarantees for adopting parents, sanctions for sexual harassment and support for the principles of non-discrimination and equal wages for work of equal value (Box 1c).

Fundamental Principles and Rights at Work

Ensuring genuine recognition of collective bargaining rights and freedom of association are fundamental to the ILO's role in promoting social justice, democracy and decent work. In 1998, in the ILO Declaration on Fundamental Principles and Rights at Work, members identified this as an essential instrument in its work, along with eradicating forced labour, child labour, and discrimination.

In the first Global Report to follow up on the Declaration, presented to the 88th International Labour Conference in June 2000, ILO priorities for technical cooperation underlined yet again the importance of new studies and research on freedom of association and collective bargaining, to demonstrate the link between respect for these rights and economic progress, poverty reduction and gender equality.

The Report's recommendations identified the need for technical cooperation to make improving the quality of statistics and indicators a priority, in order to determine to what extent all workers' rights to participate, to be represented by a union, and to collective bargaining are guaranteed. It also pointed out the need to get women unionists actively involved in collective bargaining and to ensure the inclusion of gender demands in union's negotiating strategies.

Research carried out by the ILO Regional Office for Latin America and the Caribbean and ACTRAV on the inclusion of gender issues in collective bargaining in six of the region's countries (Argentina, Brazil, Chile, Paraguay, Uruguay and Venezuela) provides follow up on these recommendations and contributes to measuring progress and obstacles in this field.

Collective bargaining as an instrument for promoting equal opportunity

Collective bargaining is an important area for promoting equal opportunity at work. Through this process, unions can ensure basic conditions for equality. These include equal wages for work of equal value, guarantees and extension of legal protection for maternity, along with other rights that promote a better balance between maternity and paternity, work and family responsibilities.

The inclusion of gender issues in collective bargaining is still in the early stages in Latin America, unlike Canada, the United States and Europe, where clauses to promote equal opportunity often appear in collective bargaining agreements. The factors hampering the

more widespread inclusion of these issues include the general weakness of collective bargaining in many Latin American countries during the 1990s, as measured by both the number of contracts and their content, and are associated with the enormous rise in precarious and unprotected employment, among other factors. Elements that could encourage greater equality of opportunity include legislative progress in the past decade, which in most cases has eliminated discriminatory regulations that still persisted in several countries and explicitly banned discrimination based on sex, among other reasons.

An important presence in collective bargaining results

The study's main conclusion is that the presence of gender issues in collective bargaining results has become significant. In the six countries analysed, the average number of clauses on these issues per agreement reached 0.4 in Uruguay, 2.2 in Argentina, 4.4 in Brazil, 4.5 in Chile, 5.7 in Paraguay and 8.1 in Venezuela.

TABLE 1c

**LATIN AMERICA: SELECTED COUNTRIES
COLLECTIVE BARGAINING AND GENDER EQUALITY. 1996-2001**

Type of Clause	Argentina (1996-2000)			Brazil (1996-2000)			Chile (1996-2000)			Paraguay (1996-2000)			Uruguay (1996-2000)			Venezuela (1996-2000)			Total		
	Legal a/	Contract b/	Total	Legal a/	Contract b/	Total	Legal a/	Contract b/	Total	Legal a/	Contract b/	Total	Legal a/	Contract b/	Total	Legal a/	Contract b/	Total	Legal a/	Contract b/	Total
Maternity/paternity	63	37	100	32	68	100	34	66	100	38	62	100	0	100	100	44	56	100	50	50	100
Family responsibilities	52	48	100	5	95	100	0	100	100	23	77	100	0	100	100	21	79	100	38	62	100
Working conditions	3	97	100	5	95	100	0	100	100	30	70	100	0	100	100	0	100	100	4	96	100
Non-discrimination and gender promotion	47	53	100	94	6	100	0	0	0	96	4	100	56	44	100	100	0	100	68	32	100

Source: Ilo's own calculation (2002).

a/ Legal: confirms legislative requirements

b/ Contract: rights, benefits and conditions arising from collective bargaining.

For the purposes of analysis, the different kinds of clauses were sorted according to their contents into four general categories. The first includes material covering *maternity/paternity* issues, that is, those referring to maternity leave, nursing, women's health care during pregnancy, those promoting parents' rights and duties in terms of child care (including paternity leave), child care, leave to accompany sick children and adoption rights.

The second category includes workers' (men's and women's) *family responsibilities*, beyond those specifically associated with birth, and includes leaves and allowances for family purposes, such as leaves due to the move from one home to another, serious illness of a relative, educational and health care allowances, etc.

The third category includes clauses on working conditions, among them, wages, training, working hours, occupational safety and hygiene, women's health care (excluding pregnancy and nursing), and sexual harassment.

The fourth category includes clauses on non-discrimination and the promotion of equal opportunity, in general and specific senses, including those affirming the principles of non-

discrimination for gender or other reasons, as well as those establishing plans and actions to promote equal opportunity in different areas.

The legal framework and collective bargaining

Many clauses simply reaffirm principles already established in national legislation. This occurs in four of the six countries studied, particularly in terms of protecting maternity and paternity and supporting the elimination of discrimination (Table 1c). The exceptions are Chile and Uruguay, where labour organizations generally consider it unnecessary for collective bargaining agreements to reaffirm elements already included in the law. In Uruguay, however, women unionists have proposed the inclusion of general equality clauses in collective agreements as they appear in international documents or countries' legal statutes to underline the importance of these measures. In Argentina, Brazil, Paraguay and Venezuela this is considered an important instrument for strengthening the application and enforcing compliance with the law.

However, a significant number of clauses also extends the rights granted by law (generally those referring to the coverage and extension of benefits over time) and some manage to achieve new rights.

The contents of collective bargaining

As the figures reveal, most (54.6%) of the clauses negotiated collectively in all countries studied belong to the first category (maternity/paternity) (Figure 1c). These are followed by family responsibilities (36.4% of all negotiated clauses). Considerably less common are clauses covering working conditions (5.3% of the total) and those including non-discrimination and the promotion of equal opportunity (3.7% of the total).

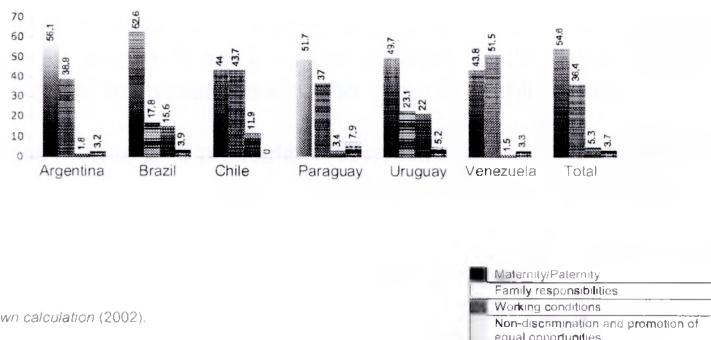
Guarantees regarding maternity/paternity and health care for pregnant women

54.6% of all clauses resulting from collective bargaining in all six countries deal with protecting maternity and paternity. In Brazil these clauses are most important (62.6%), followed by Argentina (56.1%). In Paraguay and Uruguay this reaches almost 50%, while in Chile and Venezuela it stands at about 44% (Figure 1c).

Of all clauses in collective agreements that deal with maternity and paternity, half reaffirm aspects already covered by legislation, while the other half improve on legal standards. The areas posting the most progress beyond legislation are those covering adoption (almost all clauses registered), child care (67% of total), and pregnancy (59%).

More than half of these clauses refer to maternity (30.1%) and paternity (24.7%) leave, followed by care for sick children, guarantees concerning adoption, nursing, and child care (each with 10%). Finally, some clauses deal with pregnancy (6.3%). These percentages vary by country (Table 2c).

Figure 1c
LATIN AMERICA: SELECTED COUNTRIES
TYPES OF GENDER EQUALITY CLAUSES IN COLLECTIVE BARGAINING.
1996-2001
(percentages)



Source: ILO's own calculation (2002).

TABLE 2c
LATIN AMERICA: SELECTED COUNTRIES
MATERNITY/PATERNITY CLAUSES IN COLLECTIVE BARGAINING. 1996-2001
(percentages)

Type of Clause	Argentina (1996-2000)	Brazil (1996-2000)	Chile (1996-2001)	Paraguay (1998-2000)	Uruguay (1996-2000)	Venezuela (2001)	Total
Pregnancy	4.2	8.6	8.9	11.3	11.6	8.3	6.3
Compatible tasking	1.4	3.9	--	4.0	--	0.8	1.8
Pre-natal medical care	--	1.6	--	--	10.5	6.7	1.2
Prohibition of pregnancy tests	--	0.4	--	--	--	--	0.1
Reduced working hours	0.1	1.2	--	--	--	--	0.2
Clothing	--	--	--	--	1.2	0.8	0.1
Other	2.7	1.6	8.9	7.3	--	--	2.8
Maternity leave	35.4	9.8	12.5	25.8	26.7	44.2	30.1
Duration	12.1	6.6	--	15.2	--	20.8	11.2
Wages	6.2	--	12.5	6.0	23.3	20.8	7.4
Job security	7.5	2.3	--	3.3	3.5	2.5	5.5
Other	9.6	0.8	--	1.3	--	--	6.1
Paternity	26.0	14.8	39.3	27.8	26.7	21.7	24.7
Leave	26.0	12.5	39.3	27.8	26.7	21.7	23.0
Job security	--	2.3	--	--	--	--	1.7
Other	--	--	--	--	--	--	--
Adoption	9.9	19.5	--	6.6	--	1.7	9.7
Leave for the mother	5.2	10.9	--	6.0	--	0.8	5.4
Leave for the father	4.2	1.6	--	0.7	--	--	2.8
Job security for father/mother	--	2.0	--	--	--	0.8	0.4
Other	0.5	5.1	--	--	--	--	1.1
Nursing	9.2	6.6	1.8	15.9	17.4	6.7	9.4
Child care	5.4	22.7	28.6	4.6	9.3	11.7	9.4
Care of sick children	9.8	18.0	8.9	7.9	8.1	5.8	10.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: ILO's own calculation (2002).

With regard to content, the main issues negotiated in this area are:

- a) *Maternity leave*: reaffirmation and/or longer leave and greater protection from dismissal, along with guarantees for full wages during this period.
- b) *Paternity rights*: paternity leave (including leave, where this is not guaranteed by law, as in Uruguay and Venezuela, and extension of the duration of the legal benefit in other cases) and protection of the father from dismissal in the case of a child's birth.
- c) *Adoption guarantees*: leave and protection from dismissal for mothers (and in some cases fathers) when adopting a child; extension of child care benefits to adopted children.
- d) *Nursing*: extension of the daily period for this purpose (considered hours of work and remunerated as such) or the complete period this benefit lasts.
- e) *Child care*: extension of the time this benefit lasts, improvements to the bonus or quality of service.
- f) *Pregnancy*: prohibition of the pregnancy test as a requirement for employment, permission for leave from work for pre-natal checkups, change in tasks or prohibition of tasks incompatible with the health of the pregnant or nursing women, shorter work day and provision of suitable clothing.

The types of clauses representing the most significant changes compared to the law include:

- Longer maternity leave, particularly for multiple births and those of children with disabilities;
- Longer period during which the pregnant or nursing woman is protected from dismissal (from 30 to 60 days more than required by law);
- Reduced hours of work for pregnant women (up to 30 minutes per day);
- Reduced hours of work for nursing women;
- Paternity leave where this is not covered by law and longer periods where it is covered by law;
- Protection of father from dismissal when child is born (up to 90 days);
- Guaranteed full wage during maternity leave;
- Child care benefits where these do not exist by law and their extension for longer periods and/or improvements to service in other cases (for example, up to six years and eleven months, in the cases of Brazil and Paraguay, where the legislation establishes this for six months);
- Leave from work to accompany sick children or deal with school obligations;
- Guarantees in the case of adoption (leave, protection from dismissal, child care).

Family responsibilities

The most recent trends in legislation and collective bargaining include some advances toward promoting a better balance in the distribution of family responsibilities among men and women. In some European countries, there has been important progress in this sense, although these efforts remain timid in Latin America.

A relatively high number of clauses belong in this second category, 36.4% of the total, but these deal with basic affairs and represent relatively modest progress in terms of family responsibilities. Most (62.9% of the total in this group) deal with parental compensation in the form of relatively small allowances for children's education, birth and health care, or that of other relatives. The rest cover special leaves, for example to accompany other relatives for health reasons or due to a change in residence. Leave for marriage or death was not included in this register (Table 3c).

TABLE 3c

LATIN AMERICA: SELECTED COUNTRIES
CLAUSES ON FAMILY RESPONSIBILITIES IN COLLECTIVE BARGAINING. 1996-2001
 (percentage)

Type of Clause	Argentina (1996-2000)	Brazil (1996-2000)	Chile (1996-2001)	Paraguay (1998-2000)	Uruguay (1996-2000)	Venezuela (2001)	Total
Parental compensation	50.7	68.5	78.2	78.7	87.5	96.5	62.9
Educational allowance	13.6	26.0	43.6	28.7	7.5	51.8	21.8
Birth allowance	10.9	--	14.5	12.0	7.5	19.9	11.5
Family allowance	11.2	1.4	7.3	32.4	20.0	9.9	12.6
Health assistance for children	3.8	39.7	12.7	5.6	35.0	14.9	9.2
Other	11.2	1.4	--	--	17.5	--	7.8
Special leaves	49.3	31.5	21.8	21.3	12.5	3.5	37.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: ILO's own calculation (2002).

Most of the clauses included in this category deal with issues not dealt with in country legislation, while 34% reaffirm existing laws. All instances of this last type of clause occurred in Argentina and Paraguay.

In this group, the main clauses deal with:

- a) health care for children;
- b) special leave to accompany sick family members;
- c) educational allowances.

Working conditions

Just 5.3% of total clauses in collective agreements refer to working conditions, which are fundamental to deciding the actual conditions in which men and women work and the reproduction or elimination of existing inequalities. The countries posting the largest number of clauses in this area are Uruguay (22.0%) and Brazil (15.6%); followed by Chile with 11.9%, and then Argentina, Paraguay and Venezuela, all equal to or less than 4% (Table 4c).

Virtually all (96%) of clauses referring to working conditions represent progress over and above national legislation. The only country where this was less the case was Paraguay (70% of the total).

Few clauses govern working conditions and generally cover very basic conditions and minimum guarantees, such as the availability of sanitary napkins, the right to work sitting down, the prohibition of body and other searches upon leaving work (or the definition that this be practiced by a person of the same sex as the worker), elimination of controls over washroom use, and provision of uniforms where these are required by the company. There are virtually no clauses dealing with the work environment, such as pace of tasks or organization of workplaces. However, the low number and diversity of these clauses is not apparent solely in the case of specific gender contents or women's working conditions, but also, in general, in the case of work by both sexes.

TABLE 4c

**LATIN AMERICA AND THE CARIBBEAN: SELECTED COUNTRIES
CLAUSES ON GENDER EQUALITY AND WORKING CONDITIONS, INCLUDED IN
COLLECTIVE BARGAINING. 1996-2001**
(percentage)

Type of Clause	Argentina (1996-2000)	Brazil (1996-2000)	Chile (1996-2001)	Paraguay (1998-2000)	Uruguay (1996-2000)	Venezuela (2001)	Total
Training/Skills	3.0	10.9	--	--	21.1	--	9.8
Wages	3.0	--	--	--	55.3	--	13.4
Promotions	12.1	--	--	--	--	--	2.4
Working hours	18.2	9.4	6.7	--	5.3	--	9.1
Safety and Health	21.2	28.1	86.7	100.0	18.4	--	33.5
Women's health care	24.2	28.1	6.7	--	--	75.0	18.4
Sexual harassment	--	1.6	--	--	--	25.0	1.2
Personal searches and controls	18.2	21.9	--	--	--	--	12.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: ILO's own calculation (2002).

The main issues involved in negotiations:

- a) *Safety and health* (33.5% of all clauses negotiated in this category): most of the clauses negotiated in this field refer to very basic items, as mentioned above, such as the provision of work clothes, the availability of sanitary napkins, separate washrooms for men and women. There are also some clauses controlling the lifting of heavy loads (by men, women and children).
- b) *Women's health care* (18.3% of all clauses in this category): the main health care-related clauses deal with preventing gynaecological cancer, AIDS and abortion. There are no clauses (with or without specific gender content) regarding professional illnesses caused by working conditions, such as repetitive stress injuries (women are more exposed than men due to their larger concentration in routine, repetitive manual tasks), pollution and intoxication due to chemicals, mental exhaustion, stress, etc. Almost all the small number of clauses in this sense were negotiated in Brazil and Venezuela. There were none in Paraguay and Uruguay.
- c) *Wages* (13.4% of all clauses in this group): the few clauses in this sense seek to avoid possible negative impacts on wages due to the use of paid leaves provided by the company (maternity or paternity leave, leave to accompany sick children, nursing, etc.), such as the loss of bonuses for good attendance on the job.
- d) Issues regarding privacy and/or workers' personal dignity, such as *control and /or searches and sexual harassment* (13.4% of all clauses in this category): in both Argentina and Brazil unions and companies have agreed on initiatives to control how workers are

searched on leaving the company, by either forbidding this activity or establishing that it will be conducted by a person of the same sex as the worker. In just two countries (Brazil and Venezuela) are there clauses dealing with sexual harassment.

e) *Training and skills* (9.8% of all clauses in this category): the small number of clauses governing workers' training and skills stands out, not only because of the importance of this issue, but also because some countries do show growing union participation in bipartite and tripartite bodies debating these issues. The few clauses found in this sense occur in three countries (Brazil, Argentina and Uruguay) and in most cases are nothing more than protocols indicating intentions, without including concrete measures to implement some benefit or action in this sense.

Elimination of discrimination and promotion of equality

This last category includes clauses governing the elimination of discrimination and promoting equal opportunity in the broadest sense. Some deal specifically with gender issues, while others are broader in scope, including other reasons for discrimination, such as race, age, and marital status.

Despite referring to strategic elements for promoting equality of opportunity, only 3.7% of the clauses in collective bargaining agreements cover these issues in the countries studied. Paraguay, with a percentage that is slightly higher than most (8%) stands out, along with Chile, where the issue is completely absent (Table 5c).

Just over half (55.7%) of the clauses negotiated in this category repeat legal statutes or ILO Conventions 100 and 111 (on equal wages, 1951, and on discrimination in employment and occupation, 1952), without defining ways of controlling possible discrimination. These basically prohibit differentiating wages, functions, admission criteria, promotion and training opportunities for reasons of age, sex, race or marital status.

Affirmative action to overcome inequality (such as equal opportunity plans, training policies, and access to employment systems, performance evaluation, wages and promotions) despite their presence in many unions' bargaining positions, have not yet become the subject of agreements with management, with the exception of several public sector experiences in Argentina and Chile and in Brazil's banking sector.

Conclusions

Collective bargaining constitutes a major instrument for promoting equal opportunities in the world of work. However, introducing gender issues within the collective bargaining process is still in the early stages in Latin America. The main reasons for this lag is the fact that women workers are less covered by collective bargaining processes, because they are overrepresented in the most precarious sectors of the labour force and the least regulated segments of the job market, the lack of women among union leadership and on bargaining teams, the lack of training of workers of both sexes to negotiate equal opportunity clauses covering opportunities and treatment, and the still low priority that unions assign to these issues within their strategies.

Union organizations from many Latin American countries, however, have made significant efforts in the past decade to include gender issues in their ongoing strategies and actions. This has been reflected, in many cases, in the greater presence of this issue within negotiating strategies and in the concrete results of collective bargaining.

As a result important progress has been made as reflected by advances in maternity and paternity protection. In a climate in which collective bargaining remains weak, such as that apparent in several Latin American countries due, among other factors, to the growth of the

informal segment and de-regulation of the labour market, the general trend has been to maintain or increase the number of clauses dealing with gender equality, as well as expanding their content.

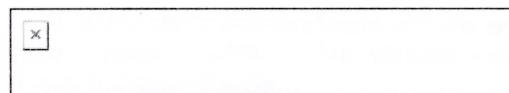
The main issues involved in negotiations during the period in the countries studied, and which represent significant advances are: longer maternity leaves and extensions of the period during which pregnant and nursing women are protected from dismissal; the creation and extension of paternity leave; protection of the father from dismissal during a specific period associated with children's births; guarantees of full wages during maternity leave; several measures affecting child care and adoption, and reaffirmation of the principles of non-discrimination and equal pay for work of equal value.

TABLE 5c

LATIN AMERICA: SELECTED COUNTRIES
CLAUSES REGARDING NON DISCRIMINATION AND PROMOTION OF EQUALITY.
1996-2001
(percentages)

Type of Clause	Argentina (1996-2000)	Brazil (1996- 2000)	Chile (1996-2001)	Paraguay (1998-2000)	Uruguay (1996-2000)	Venezuela (2001)	Total
Gender equality	44.8	31.3	—	26.1	55.6	44.4	40.0
Non-discrimination on the basis of gender, race/ethnic origin, marital status	55.2	68.8	—	69.6	—	55.6	55.7
Clauses with discriminatory content	—	—	—	4.3	44.4	—	4.3
Total	100.0	100.0	—	100.0	100.0	100.0	100.0

Source: ILO's own calculation (2002).



Volume 9, No.3 - September 2000

Gender Policy

Make the unions a home for women workers

"COSATU is committed to striving for a socialist society and freedom from all forms of oppression and exploitation. We have a long-standing commitment to the elimination of women's subordination, the transformation of gender relations, and the empowerment of women in terms of their participation, representation, leadership and cadreship.

The issue of gender equality has been on our agenda since the formation of COSATU. We will always be engaged in relentless efforts to fight discrimination and subordination in the federation, affiliates and in the workplace.

So begins the Congress Document on Gender Policy. Below are some of its insights into the special problems of women workers and a programme for a way forward.

COSATU and its affiliates are guided by the vision of a society free of sexism, racism, class exploitation, and all other forms of oppression. We envisage a future where women participate equally in the economy and society without barriers, and where women are emancipated from all forms of oppression in the household and the workplace and in broader society. We have a vision of a trade union movement as a home for women workers.

The gender policy aims to contribute to the struggle for gender equality by:

- drawing together existing resolutions into a coherent document and further developing on this;
- providing an assessment of the federation's and affiliates' progress around gender issues;
- deepening the understanding and analysis of the Federation and affiliates' gender relations within our society and the union, thereby providing an informed basis for gender struggles;
- re-affirming and strengthen the strategies to achieve the objective of gender equality
- developing a framework for implementation and monitoring. Policy Objectives The objectives of COSATU's gender policy are to:

- contribute towards women's empowerment and the eradication of unequal gendered power relations in the workplace and economy, in trade unions and in broader society;
- promote the central role of women in leading the struggle for gender equality, and playing a leadership role in gender structures and campaigns of the federation and affiliates;
- encourage the participation, support and co-operation of men in taking shared responsibility for the elimination of sexism and redefining of oppressive gender roles;
- increase the participation of women in leadership and decision-making;
- increase awareness and gender sensitivity in the union movement;
- defend and advance women workers rights;
- ensure that through labour legislation and collective bargaining, that the particular circumstances of women are taken into account and that measures are promoted to eliminate discrimination on the basis of gender;
- fight against stereotyping on the basis of gender in unions and the workplace;
- ensure the allocation of adequate resources for gender activities in the federation;
- instil and promote a culture of solidarity amongst federation members;
- strive for the emancipation of women through the struggle for socialism;
- create and promote a free and conducive environment for participation of women in all structures, meetings and activities of affiliates and the federation;
- strive to make trade unions a home for women workers;
- ensure that there is a gender perspective in education and all other activities of the federation and affiliates.

The following are the features of gender discrimination and disadvantage in the South African labour market:

- Sexual division of labour: The labour market is characterised by a sexual division of labour in which women are largely associated with domesticity and servicing, while men are associated with machinery and technology. This division of labour also means that the top of the workplace hierarchy is dominated by males.
- Women are concentrated in low-paid jobs and face wage discrimination;
- Internationally women's share of employment has increased but remains lower than men's, but the increase in employment of women has largely been into low-paid, vulnerable jobs;
- Women are concentrated in service-sector jobs;
- Women are concentrated in informal-sector jobs and make up a large share of 'atypical labour';
- Women face higher levels of unemployment;
- Women's share of income is substantially lower than men's;
- Shortage of childcare facilities;
- Maternity leave and pay provisions are inadequate, and in some cases even the legislated minimum is not complied with.

Women experience various problems in COSATU and affiliates. Unions are part of a patriarchal society, which is characterised by unequal power relations between women and men. Their under-representation in leadership positions is a primary concern. The general culture in unions is not supportive and at times undermining to women workers and leaders.

Gender issues are still treated with a lack of seriousness in some quarters. COSATU's long-standing resolutions around building women leadership have not been implemented. Women remain under-represented at all levels of leadership in the federation; from shop floor to national executive levels.

Affiliates and the federation have not put in place systems to calculate the proportion of women members and shop stewards, which is crucial to setting targets and monitoring progress.

Speak to cosatu.

The employment record of the trade unions reproduces the gender discrimination found in the broader labour market. The table below shows that there is a gender division of labour in the trade unions - where the most influential positions, such as educators, organisers and regional/general secretaries are overwhelmingly male-dominated, while the majority of women employed in unions are in administrative positions.

Position	Male	Female
Administration	6%	94%
Organisers	78%	12%
Branch & regional secretaries	89%	11%
General Secretary	100%	0%
Research/legal/media officers	75%	25%
Education officers	90%	10%

Buhlungu, 1997

A common concern is that collective bargaining demands are often not gender-sensitive. Where demands are taken up they are easily compromised in negotiations. The lack of women organisers and the lack of gender sensitivity on the part of male organisers contribute to these problems. Nevertheless, some affiliates have made good progress in taking up collective bargaining campaigns, particularly on parental rights.

COSATU Congress took a resolution on employing full-time gender co-ordinators. Few affiliates have implemented the resolution - at present eight affiliates have full-time gender co-ordinators. The role of gender co-ordinators is

Currently, are GC represented on constitutional structures.

limited if they are not represented on constitutional structures of the union and if no separate budget has been allocated.

Gender co-ordinators are often given additional administrative tasks, leaving limited time for gender co-ordination. Most part-time gender co-ordinators are administrators, who do not have status and influence in unions.

COSATU has established structures at regional and national level. There are affiliates that do not have structures at all. NALEDI research on assessing gender structures highlighted the fact that gender structures often do not have a clear programme or vision of their role and objectives.

The concept of gender is often misunderstood, and in some cases misused, in ways that misdirect the strategic role of gender structures, and ultimately undermine the development of strong women leaders. Gender structures remain marginalised from the core work of unions. Unions do not provide adequate political support and resources to ensure that gender structures function effectively.

what is the role of gender structures?
how can they be overhauled to participate @ wage negotiating level.

Many women are completely discouraged from union activity since they are immediately 'approached' by male comrades and feel that they are not treated as comrades but as sex objects. COSATU has adopted a Code of Conduct on Sexual Harassment, which provides a good basis to make sexual harassment an organisational issue rather than a private matter.

The following principles apply:

- Women must take the lead in the struggle for gender equality;
- Men must take shared responsibility for the elimination of sexism and redefining of oppressive gender roles;
- Central to the struggle for gender equality is the transformation of unequal gender power relations, which involves changing oppressive relations between men and women, and transforming rigidly defined gender roles.

The 1997 COSATU Congress resolution called for 'measurable targets' which are yet to be defined. The document sets targets for COSATU affiliates based on a Gender Breakdown of Industries and Leadership Figures for 1998/1999. Each affiliate should develop a programme with time frames and strategies for reaching these targets by 2005.

COSATU resolved in 1991 that all affiliates should employ one or more gender co-ordinators. They have four main tasks:

- to develop a gender agenda for collective bargaining, and monitor bargaining in terms of this;
- to build grassroots activism among women workers through workplace gender committees;
- to monitor implementation of gender policies, with a particular focus on building women's leadership;
- to analyse and assess all union/federation policy and ensure that it has a gender perspective. Gender departments should be accorded the same status as other departments and gender co-ordinators should form part of constitutional structures.

(readings) Allocation of adequate resources

As early as 1985 COSATU resolved to budget for gender activities (to be undertaken by the women's sub-committee). The lack of resources for gender activities remains a pervasive problem throughout the federation. The federation and affiliates must allocate resources to programmes and activities that contribute to women's empowerment and gender equality. This should be closely monitored.

Education and Empowerment

Gender education and training programmes run by COSATU and affiliates should be carefully monitored and evaluated to assess their impact and make improvements where necessary. Gender education programmes must be adequately financed and resourced to be effective. COSATU should ensure that local and shop steward levels are also targeted.

Education run by COSATU and affiliates should focus on the following issues:

- supporting and deepening a gender agenda for the workplace and collective bargaining;
- supporting a programme of affirmative action for the workplace and unions;
- deepening the understanding of women's oppression in society, and the struggle to challenge this, with a view to building a broader women's movement;
- drawing upon women's struggles against oppression internationally;
- encouraging debate and analysis on the barriers and obstacles women face in the labour movement and how these may be overcome;
- popularising COSATU gender policies, in particular the sexual harassment code.

COSATU and affiliates must implement a proportional quota system for education programmes to ensure that increasing numbers of women have access to mainstream union education, not only gender education.

COSATU and affiliates should negotiate and establish parental rights in all sectors of the economy. Parental rights must entail a full package of provisions

and should not be seen as only negotiating some maternity and paternity leave. The aim of the parental rights campaign is to enable women and men in waged work to combine a career with a full family life, while infants are given all the care and attention required.

The following are the core demands:

- Paid maternity leave;
- Paid and unpaid parental leave;
- Childcare leave;
- Flexible working time;
- Provision of childcare;
- Breaks and facilities for breastfeeding mothers;
- Job security and health and safety for pregnant women.

Adequate support must be given to negotiators and organisers in conducting this campaign. This includes education programmes, research backup and a parental rights negotiators manual. The campaign should be conducted at a political and ideological level.

COSATU and affiliates, together with the NGC should continue to press for more progress in securing equal pay for work of equal value. Emphasis should be placed on:

- Skills acquired by women on the job and within the family must be more highly valued and reflected in remuneration;
- Promoting and securing legislation on equal pay for equal work and work of equal value;
- Incorporating equal pay principle in collective bargaining for all full-time workers and for part-time workers (proportional to their employment);
- All casual workers, whatever their employment contract, to be covered by collective bargaining so that the above principle is respected;
- Upgrading of low wages and salary categories where women traditionally work;
- Eliminating barriers that prohibit women from entering jobs traditionally held by men;
- Deepening the understanding of this issue amongst membership and leadership;
- Developing specific campaigns to promote equal pay.

A strategy and campaign should be developed to implement the NEDLAC Code of Good Practice on Sexual Harassment. Unions should ensure that shop stewards are being trained in the workplace and that organisers are also informed and able to support members in taking up cases of sexual harassment. Unions should place sexual harassment on the collective bargaining agenda and negotiate agreements. The NEDLAC Code provides the space and framework to negotiate agreements in the workplace.

Employment Equity legislation can contribute to transforming occupational segregation in the workplace if effectively implemented. The gender dimension to employment equity needs to be integrated in the approach of unions and the promotion of black women should be emphasised.

Furthermore, trade unions can exploit the provisions for the elimination of barriers to women's employment as a space to push for advances for women workers. Plans should be developed with specific reference to women in the following key areas:

- Remuneration and promotion;
- Equal pay for equal work and work of equal value;
- Sexual harassment;
- Parental rights and childcare facilities;
- Violence against women.

There is a need to address reproductive health demands of women in the workplace. For example, access to pap smears, providing safe working conditions that do not affect the reproductive health of women, and conducive working conditions for women that are pregnant and breastfeeding. In order for these issues to be addressed, women should be part of health and safety committees at the workplace.

The following are key to ensuring the participation of women in collective bargaining:

- Inclusion of women in bargaining teams;
- Developing the role of gender co-ordinators and structures in collective bargaining;
- Developing a strategy to ensure the involvement of women in collecting collective bargaining demands.

COSATU has committed itself to the strategic objective of organising vulnerable sectors and vulnerable layers of workers, which are predominantly women. This requires a shift in mindset, organising style and approach and has implications for changing the culture of the federation. There will be a need to develop new organising strategies, to employ more women as organisers and to train existing organisers.

Organising strategies will need to take into account the specific conditions of women workers, and particularly women workers in vulnerable sectors. Important target groups include domestic workers, informal sector workers, casual workers and farm workers.

The National Gender Committee is a sub-committee of the CEC and the catalyst for change. It should be regarded as the driving force in developing strategies for implementation and should take a hands-on approach. It should therefore:

- have the power to take initiatives and have a direct input into decision-making;
- co-ordinate the development of further policies (where there are gaps);
- co-ordinate the implementation of policies through a gender analysis approach;
- monitor and evaluate progress with rures, NOBs and affiliates to ensure proper monitoring and evaluation;
- assess plans of action and take corrective measures.

The Co-ordinator plays a central role in implementation of policy and plan of action. His/her role is to:

- Ensure the implementation of COSATU Women/Gender Resolutions through a day to day process;
- Liaise with other COSATU Departments and Structures to ensure that Gender is mainstreamed;
- Ensure that adequate funding is secured that would ensure the implementation of the Plan of Action;
- Monitoring through continuous follow up of the operational activities of the priority areas;
- Develop the Gender Plan of Action by using a gender planning and analysis;
- Set realistic targets for practical and strategic gender needs;
- Ensure that gender training is provided for staff members as a means of ensuring that a gender perspective develops in the work of the Federation;
- Establish and maintain links with Labour Service Organisations and Women'tation of the Plan of Action;
- Monitoring through continuous follow up of the operational activities of the priority areas;
- Develop the Gender Plan of Action by using a gender planning and analysis;
- Set realistic targets for practical and strategic gender needs;
- Ensure that gender training is provided for staff members as a means of ensuring that a gender perspective develops in the work of the Federation;
- Establish and maintain links with Labour Service Organisations and Women's Organisations as a strategy to accomplish practical and strategic gender needs;
- Develop evaluation reports with the Naledi Woman and Work Researcher on the implementation of the plan of action;
- Ensure that continuous research is done about the position of women.

It is hoped that this gender policy will assist COSATU and affiliates to achieve gender equality in the trade unions, workplace, home and the rest of society in the pursuit of socialism.

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